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ABSTRACT

This report by the Illinois Commission on the Status of Women studied such subjects as employment practices and policies; Illinois labor laws; the family and the employed woman; nondiscriminatory education; and expanded programs to help women as wives, mothers and workers. Its recommendations briefly include: (1) Illinois ratification of the Equal Rights Amendment; (2) implementation of the 1970 Illinois State Constitution as it relates to prohibition of sex discrimination; (3) amendment of the Fair Employment Practices Act; (4) support of state legislative bills on survivor benefits and on increased employment opportunities in state government; and (5) adequate funding for the Commission on the Status of Women. Biographical data is listed for the women senators in the Illinois legislature in June 1974. (Author/HMV)

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COMMISSION ON THE STATUS OF WOMEN

State of Illinois

Report and Recommendations

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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to the Governor
and the General Assembly

June, 1974

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COMMISSION ON THE STATUS OF WOMEN
STATE OF ILLINOIS

Report and Recommendations
to the Governor and the General Assembly
June, 1974

DEDICATION

The Illinois Commission on the Status of Women dedicates this report to the memory of two outstanding women legislators who died recently:

Lillian Piotrowski, who served seven terms in the General Assembly, and was a member of the first Illinois Commission on the Status of Women

and

Betty Ann Keegan, who served in the Illinois Senate during 1973 and 1974.

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RECOMMENDATIONS OF THE

ILLINOIS COMMISSION ON THE STATUS OF WOMEN

1. Illinois ratification of the proposed Equal Rights Amendment to the United States Constitution

2. Implementation of the 1970 Illinois State Constitution, Article I, Sections 17 and 18, as they relate to prohibition of sex discrimination

3. Amendment of the Fair Employment Practices Act providing for initiatory powers for the Commission, expanding jurisdictional coverage from 25 down to 15, and permitting the FEPC to accept class action charges and charges filed on behalf of specifically defined classes of individuals by interested, responsible organizations

4. Support of legislation currently under consideration by the Illinois General Assembly, including specifically

   A. Senate Bill 576 - Providing for a survivor's benefits for spouses rather than only for widows of governmental employees

   B. House Bill 2603 - Providing increased employment opportunities by state government for part-time employees

5. Support of adequate funding for the Commission on the Status of Women

ILLINOIS COMMISSION ON THE STATUS OF WOMEN

1973–75

Chairperson

Representative Susan Catania
State Office Building, Room 2053
Springfield, Ill. 62706

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Senator Esther Saperstein

Vice Chairpersons

Clara Day

Elizabeth Kaspar

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Representative Eugenia Chapman
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LETTER OF TRANSMITTAL

June, 1974

Governor Daniel Walker
Springfield, Illinois

Dear Governor Walker:

This year, the Illinois Commission on the Status of Women is presenting a preliminary report describing the areas it is studying and incorporating the facts it has learned so far. A further, more complete report will be presented to you and to the General Assembly on Feb. 1, 1975.

This sixth Commission on the Status of Women is continuing its research and investigation in accordance with the Act of 1967 that made it a permanent investigative and advisory body. The first Commission (1963-65) was established by House Bill 1505, adopted in 1963 by the Seventy-Third General Assembly. The second Commission (1965-67) was created by an executive order issued by Governor Otto Kerner. The third (1967-69), fourth (1969-71), and fifth (1971-73) Commissions were established by a legislative act passed in 1967 and amended in 1969.

The 1970 Illinois State Constitution has mandated the rights of persons in our state in Article I. Sections 17 and 18 are of particular interest to women because of their ban on sex discrimination. If the Equal Rights Amendment becomes federal law - and the Illinois Commission on the Status of Women strongly urges that Illinois ratify ERA, - women will have further protection.

Yet, as our preliminary report to you and to the General Assembly shows, sex discrimination still exists, despite the 1970 Illinois Constitution. The reports of our various committees indicate areas of concern and further study. Glaring inequities still remain. Many women are still being denied not only equal pay for equal work, but also equal training and equal advancement, equal understanding of their needs, and equal respect for their functions and capabilities.

Our recommendations for immediate legislative action are presented at the front of this report.

As the sixth Illinois Commission on the Status of Women continues its work and study in accordance with the Act of 1967, we will investigate the areas of concern and report our findings and recommendations to you. In our next report, we expect to present specific legislative recommendations that will update a number of existing Illinois statutes to bring them into compliance with our 1970 Illinois Constitution.

The six million women of Illinois have much to contribute to the well-being of their communities and to our state. We of the Commission feel strongly that every effort should be made to utilize their talents and abilities. We believe sex discrimination that currently exists despite our State Constitution should be ended, and we support efforts to eliminate it. We believe that the status of women in Illinois will be upgraded when we become concerned not so much with "men's rights" or with "women's rights," but with the rights of all persons.

Respectfully,

Susan Catania

Susan Catania
State Representative
Chairperson

RECOMMENDATIONS OF THE POLICY COMMITTEE TO THE ILLINOIS COMMISSION ON THE STATUS OF WOMEN

The Commission may survey activity in the area of status of women carried on by any commission, agency or department of the federal government or any state or any private organization or association and may cooperate with any such body in conducting investigations and studies.

The Commission shall study the status of women in this state and make recommendations for constructive action in the following areas:

Employment policies and practices
Illinois labor laws
Legal rights
The family and the employed woman
Expanded programs to help women as wives, mothers, and workers
Women as citizen volunteers
Education

The Commission may extend its influence within Illinois by maintaining liaison with paralleled commissions in other states.

The Commission shall make recommendations to the Governor, and to members of the General Assembly, pertaining to its affairs as it shall deem desirous, together with such recommendations for legislative consideration and action.

The Commission has one overall purpose: to enrich the life of the state by enabling its nearly six million women to reach their full potential as women, as workers, and as citizens.

Clara Day, Chairperson

REPORT OF THE EMPLOYMENT AND PENSIONS COMMITTEE TO THE ILLINOIS COMMISSION ON THE STATUS OF WOMEN

Thirty years ago, concern about the employment status of women was confined to a few feminists, the Women's Bureau of the U. S. Department of Labor, and a small minority of the women workers, themselves a small minority of the work force. Their concern was centered on the fact that since the majority of women who worked had to work (and the Women's Bureau spent a lot of time and effort proving this was so) they should be treated fairly, i.e., get the same wages as men. This reflected the widespread, Depression-bred assumption that equal treatment in the labor market wasn't so necessary for women workers not under economic pressure to work.

Since that time, there have been almost revolutionary changes in the status of most women and in the way they view themselves. In their traditional roles of mother and wife, the status of women has fallen sharply. Having large families has changed, in overall esteem, from being a positive addition to societal good, to contributing an unwanted burden to an already over-populated country and world. And with that change, the mother role lost "relevance" and status. Although the work inside the home has not decreased, the position of the person doing it has fallen in the eyes of children and husband --- and consequently, in the eyes of the housewife herself.

There were a number of things that women --- and men --- could do to meet this loss of role and status. For one thing, they could try to reverse the downgrading of the "Mom" role. And some tried. It has been pointed out by researchers in this field, during the 1950's and 1960's, that women's magazines had a significant increase in the number of articles and stories glorifying the wife/mother role. But the effect in such efforts, if any, was short-lived; advertising campaigns cannot permanently change long-term basic trends. At best, they can - temporarly - alter the pace of change.

Another possibility for women was to enter far more into unpaid activities---volunteer work, politics, etc. However, volunteer work itself suffered a decline in status. The rising self-esteem of people in lower income levels (the objects of much volunteer work) led to rejection of Lady Bountiful activity and to derision of the Lady Bountifuls. Politics was viewed as a somewhat dubious area for ladies! (More importantly, the entrance road was thickly bestrewn with obstacles.)

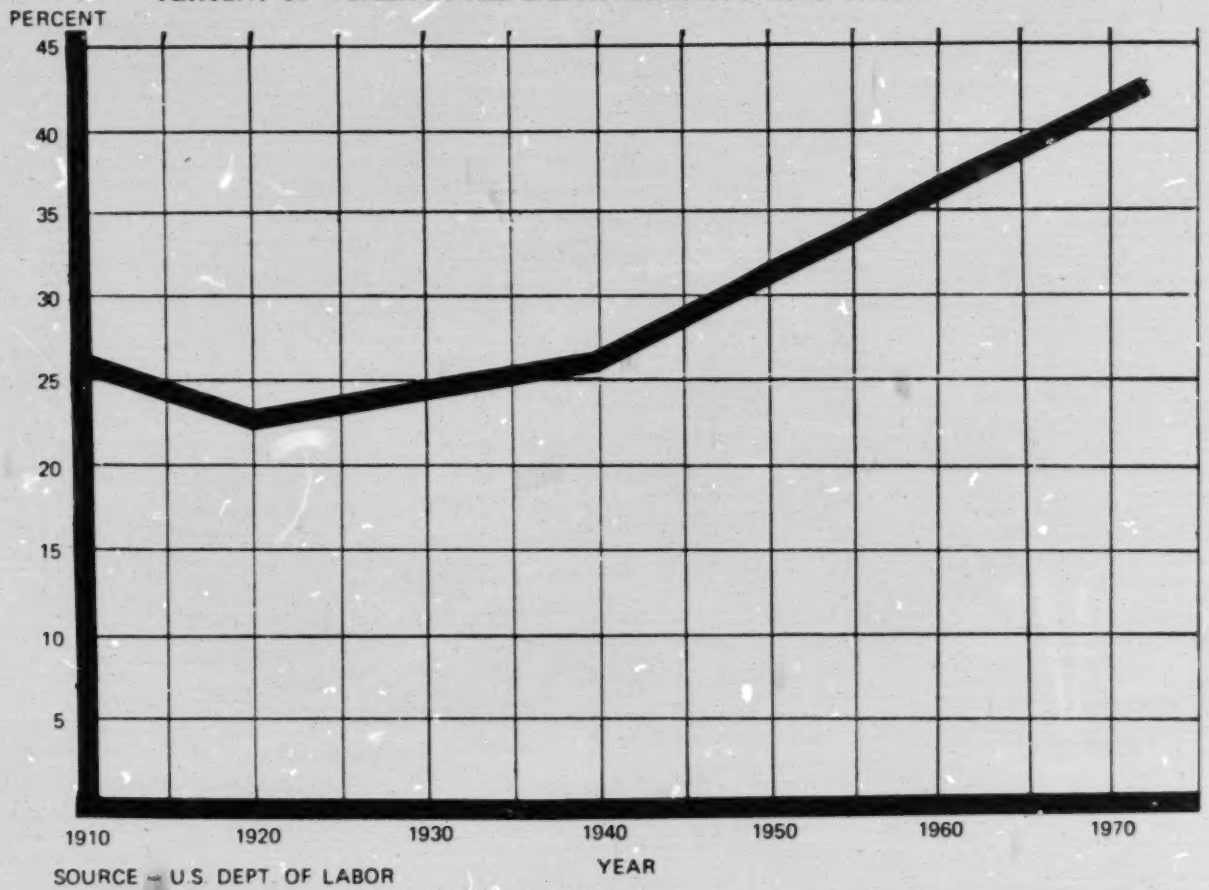
This left the labor market: women could get a job, thereby removing the stigma of being "just a housewife," and, not too incidentally, add to the family income.

Women did just this. They entered the labor market in droves.

The graph on this page shows the percentage of women in the labor force from 1910 to the present. For thirty years, from 1910 to 1940, the percentage remained virtually at a standstill, around 25 per cent. However, World War II saw the simultaneous increase in the desire of women to get paid jobs and a widening of job opportunities for women. By 1947, the per cent of women in the labor market had risen to 31.8 per cent. By 1972, it was 43.9 per cent, an increase of 38 per cent.

All studies show that this rise will continue.

PERCENT OF WOMEN IN THE LABOR MARKET. UNITED STATES. 1910 – 1972



SOURCE – U.S. DEPT. OF LABOR

The significance of these developments on industry, government, and society are enormous because, for the first time in American history, the following conditions prevail:

1. Almost half of the women of the country are in the labor market---working or seeking work.

2. Most of these women have been in the labor force for close to a decade, have developed considerable sophistication and knowledge about how the labor market works, and have a first-hand opportunity to observe the kinds and nature of the discrimination they face.

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3. As a result of this relatively long period in the labor market, women's expectations have been rising sharply. They are no longer content with earning "pin money". They are no longer willing to accept second class job status. They are concerned with long-term employment prospects and opportunities.

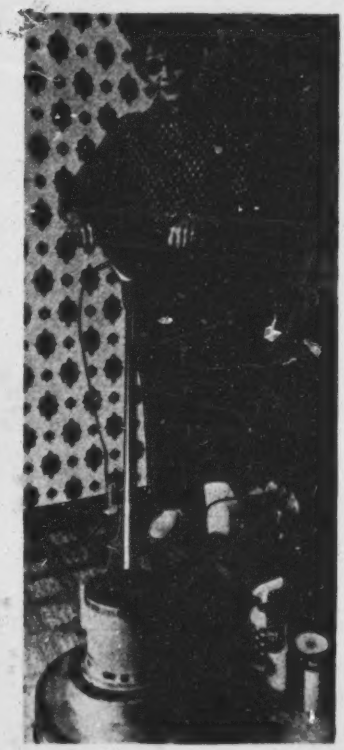
4. An increasing --- and sharply increasing --- proportion of women in blue collar jobs are developing job consciousness, similar to that of women in professional jobs. They are interested in advancement, not just the wages.

5. A significant majority of women under thirty expect to be in the labor market for most of their lives, and want to have the same opportunities, the same rewards open to them as are available to men.

6. An increasing proportion of men, particularly those under 35 years of age, are sympathetic to the achievement-oriented, "fair-play" goals of women.

7. Women, particularly the younger women, are organizing to achieve these goals and are concentrating on the political/governmental means.

Many studies and polls of women workers show that their discontent centers in two major areas: unequal job rewards for the work done, and unequal job opportunities.



"Mom" role? Not necessarily. This woman is president and owner of a janitorial service.

THE UNEQUAL JOB REWARD

While there is a decreasing number of instances where there is actual discrimination in rates of pay between men and women in the same job title, inequity in benefits continues to be common. It should be noted that many such inequities, both those mentioned here and others, are not the result of deliberate policy but, rather, have come about because the provisions in many benefit plans were developed prior to the widespread entrance of women into the labor market. Thus, rules that were acceptable with just 10 per cent of the labor force being female become discriminatory when this percentage rises to 40 per cent. The Social Security and many private pension systems are good examples of this.

Perhaps the most important example of inequity in benefits is the Social Security system. At present, there is a much greater difference between the amount that a married working woman pays into the system and gets back in benefits and the amount that a married man, with

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the same salary, pays and gets back later. This is due to the provision that ties a survivor's benefits to that of the spouse. When both husband and wife have worked outside the home, the surviving spouse forfeits most of the benefits due to his own earnings.

The percentage of women in the labor force has risen substantially since 1910. Younger women today seem job-conscious . . . expecting "fair play."

It certainly would be neither desirable nor fair to penalize the wife who works solely within the home by tying benefits primarily to participation in the labor market. On the other hand, the survivor of a husband/wife team, where both have worked, may have long paid taxes into the Social Security system, but after the death of the spouse, receives very little more in benefits than if she---or he---had never worked. Since most survivors of husband/wife working teams are women (the ratio is over 5 to 1) this works a particular hardship on married women who have been in the labor market, have paid Social Security taxes all their working lives, and yet find that when they are left widows, their Social Security pensions do not reflect such payments.

The Employment Committee plans to examine a number of suggestions that have been made to eliminate this inequity. One of the most promising has been made by Dr. Carolyn S. Bell and Elizabeth Janeway in a paper submitted to the U. S. House Ways and Means Committee. In it, they suggest that once a working wife (or dependent husband) is fully covered by contributions for the top limit of benefits which she could receive as a dependent or survivor, and can thus derive no additional benefit from additional taxes on her earnings, she should no longer be liable for payment of the tax. Of course, should her status change, that is, should she become divorced or become the principal wage earner in the family, proper adjustment of her payments would then be made.

Another area of deep concern to wives both in and out of the labor market is their unequal treatment under private pension systems. Most such systems, for example, offer retirees two or more options, one of which provides a monthly sum that stops entirely with the death of the retiree and another that provides a smaller monthly amount to the

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worker, but provides survivor's benefits. Many such systems also allow a worker to increase his payments during his working life---often then matched by the company---so as to increase his final pension. The earnings of working wives (and over 40 per cent of married women are in the labor force) allow such increases in their husbands' contributions. The contributions of wives and mothers, in or out of the labor market, to society should be recognized by their participation in the pensions of the principal wage earner. Yet, initial examination of the operation of private pension plans in Illinois shows that most male workers,upon retirement, chose the option which does not provide for survivor's benefits.

For women who have worked all their lives in the home, without salary or financial reserves, this information, when it does come, is a crushing blow. They had not realized that as far as private pension plans are concerned, housewives do not exist.

The Employment Committee is currently examining a number of proposals that have been made to correct this patently unjust situation. One such provides that survivor's benefits be made automatic unless the retiree takes affirmative action to exclude the spouse. Another proposal provides that information as to the option chosen by the retiree must be seen by the dependent before it goes into effect.

Hearings on this subject will be held and the results and recommendations resulting from them will be submitted to the Governor and to the General Assembly.

THE UNEQUAL JOB OPPORTUNITY

When only a relatively small proportion of women were in the labor market and when a large proportion of this group worked only for pin money, or until they got married, the limitations on job opportunities open to them were of only limited impact.

But as women's objectives changed, as an increasing proportion entered the labor market for long-term periods, with job and career objectives, they found that job opportunities did not expand equally. Many more jobs were indeed made available to women. But overwhelmingly, they were concentrated in the low-paying, relatively dead-end occupa-

While this woman owns and runs her telephone answering service, many other women who work for business and industry in secretarial and clerical jobs find difficulty in advancement.

tions. In 1958, for example, 30 per cent of women employed were in low-paying clerical jobs. In 1972, this percentage had actually increased, to 35 per cent. The small proportion (5 per cent) of women in management and administrative jobs in 1958 had actually declined to 4.5 per cent by 1972.

This concentration of women in low-paying jobs is the key factor in their relatively low earnings. Equally restrictive are the limited opportunities for moving ahead in such jobs.

The difficulties working women have faced in gaining acceptance in higher-level jobs on the basis of qualifications alone is one of the principal reasons behind their support of the Equal Rights Amendment. It is, indeed, true that as citizens of Illinois, the state constitution does provide equal rights protection. But such protection has not been accepted as a standard of industrial behavior ---either in Illinois or elsewhere. To establish full equality of job opportunity as the standard practice, to make it improper to discriminate against women on the basis of sex, a nationwide concensus is necessary. This is, for the women of Illinois, the reason why passage of the Equal Rights Amendment is important. It is a moral imperative.

For the forthcoming year, the Employment Committee intends to concentrate on these two major areas, working towards increased pension protection for all women, and continuing to press for greater job opportunity, both in job structure and in training opportunities. If we, and other groups working for the same objectives, are successful, the stability and viability of our society, its ability to withstand outside pressures, will greatly increase. The women's rights movement has been likened to a simmering pot which, one of these days, will explode unless the pressure is relieved. As Clare Booth Luce put it, "When women, especially working women, begin to recover from the shock of realizing that the Women's Liberationists are right after all...they will make the old suffragettes look like Girl Scouts on a picnic." (1973 Britannica Book of the Year, quoted by the Chicago Tribune, March 4, 1973.)

It is heartening to see how many men have joined women in urging legislation that will establish employment equality for women through democratic and orderly processes.

Miriam Ringo, Chairperson

REPORT OF THE EDUCATION COMMITTEE, 1973-74

ILLINOIS COMMISSION ON THE STATUS OF WOMEN

Members of the Education Committee have been asked to serve as chairpersons of sub-committees to investigate particular areas related to discrimination against women. One such committee has begun an investigation of the decrease in the number of women administrators in the public schools of Illinois. Other topics which will be investigated are: the effectiveness of affirmative action directors in Illinois colleges and universities, tenure of women faculty, recruitment of women faculty, women students in the professional schools, women faculty in the professional schools, scholarships and tuition waivers for women students in athletics, the reorienting of high school counselors towards non-sexist vocational counseling, and the elimination of sexist textbooks in our schools.

The Education Committee has been especially concerned with the lack of progress of Federal and state agencies toward the resolution of the hundreds of cases charging discrimination filed by women faculty in Illinois during the past several years. The Committee is further concerned about the large sums of money women faculty are having to spend to take their cases through repeated appeal procedures.

The Education Committee has prepared a questionnaire as a follow-up to the survey conducted two years ago, to be sent this spring to the presidents of all state colleges and universities in Illinois. The final arrangements for this survey are being made in cooperation with the Illinois Board of Higher Education, which is also preparing a survey on the status of women to be mailed in the near future. The Chairperson of the Education Committee has met with a representative from IBHE in order to coordinate their efforts.

The Education Committee plans to work in cooperation with other women's organizations in ridding the schools of sexist textbooks and the school libraries of sexist books, which consistently portray women in passive, submissive, and helpless roles.

Dr. Elizabeth Kaspar, Chairperson

WOMEN AS SCHOOL ADMINISTRATORS

One of the goals of the Education Committee is to investigate the decrease in the number of women administrators in the public schools of Illinois. Indicative of the scope of the problem may be a report issued June 20, 1973 by Supt. Richard J. Martwick, of the Educational Service Region of Cook County, covering suburban schools outside Chicago. The study, which concentrated on administrative positions in the 145 county suburban elementary and high school districts, showed that only 20 of 373 persons, or 5.3 per cent of the top posts in central administration---superintendents, assistant superintendents, administrative assistants, and business managers---are held by women.

The breakdown at the high school level is even more dramatic. In the 27 suburban high school districts, only two of 113, or 1.7 per cent, of these positions are held by women, while in the 118 elementary districts, 18 of 260 positions,or 6.9 per cent, are filled by women.

Women fare better in job categories such as building administration (principals, assistant principals, junior and senior high school deans). Among the 655 building administration personnel in elementary schools, there are 115 women, or 17 per cent. In the high schools, the percentage of women in building administration is 11 per cent; 27 women and 218 men for a total of 245.

In the area of program administration (positions as supervisors, consultants, and coordinators) there is an aggregate of 180 positions. In elementary schools, there are 112 women, or 62 per cent. In the high schools, with a total of 330 in program administration, 266 are men and 64 (19 per cent) are women.

In a compilation of the average salary level, in high school central office administration (superintendents, assistant superintendents, administrative assistants, and business managers) the average salary for males is $26,194 and $18,225 for females. This discrepancy in salary takes into consideration different salaries at the four levels of positions in central administration. In elementary school central office administration, the average salary for males is $22,998 and $18,384 for females.

In building administration (principals, assistant principals, junior and senior high school deans) in the high schools, the average salary is $20,764 for males and $16,713 for females. The average salary in the building adminstration positions in the elementary schools is $16,966 for males and $16,611 for females.

In program administration (supervisors, consultants, coordinators) the average salary for high school personnel is $17,902 for males and $15,881 for females. In the elementary schools, the average salary in program administration is $16,300 for males and $14,978 for females.

The average number of years of experience overall in all categories of administration (high school and elementary) is 18.4 among

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males and 19.1 among females. This figure includes teaching and administrative experience.

The average salary among Administration generally is $20,187 for males and $16,788 for females.

REPORT OF THE
SUBCOMMITTEE ON WOMEN'S ATHLETICS
ILLINOIS HOUSE COMMITTEE ON HIGHER EDUCATION

After a series of disturbing articles and journalistic exposes concerning women athletes at both the state and national levels, the House created a Higher Education Subcommittee to study women's athletic programs at Illinois colleges and universities.

Rep. Jack Beaupre was selected to act as the subcommittee's chairman. The committee's function was defined as investigating "athletic programs in the public colleges and universities of Illinois to determine if discrimination exists on the basis of sex, and if it does, to explore methods to correct this situation."

In organizing the subcommittee's work, Rep. Beaupre had three approaches. Public hearings were held at the University of Illinois, Champaign; Springfield; Carbondale; and Triton Community College, River Grove.

Second, a great deal of preliminary staff work was done before each hearing, and data relating to specific schools' programs was given to the subcommittee. Each college and university has its own uniquely complicated structure governing athletic programs. The subcommittee needed the information so that it could better understand testimony regarding each school.

Third, a Sangamon State University economics professor Dr. William Moskoff, studied the budgetary aspects of women's athletics, analyzing data from a questionnaire sent to 10 senior universities and colleges.

Dr. Moskoff's study, reported to the subcommittee in April, 1974, covered intercollegiate athletics, including financial aid to athletes, intramurals, physical education, and physical facilities during fiscal 1973-74, at the 10 four-year public universities in the state of Illinois.

INTERCOLLEGIATE ATHLETICS: Dr. Moskoff reported that women receive

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only 4.4 per cent of total intercollegiate athletic expenditures, while men receive 95.6 per cent of these funds. This is out of a total 10-school budget of over $6 million, where women receive a little over a quarter of a million dollars. Mandatory student fees pay for 30 per cent of all expenditures if the University of Illinois at Urbana is included, and 46 per cent of these expenditures if the University of Illinois is excluded.

FINANCIAL ASSISTANCE TO ATHLETES: Women receive only 3 per cent of the total financial aid given to athletics, according to Dr. Moskoff's study, while men receive 97 per cent of the total. Mandatory student fees account for 52 per cent of the funds for financial aid; state appropriations account for 27 per cent; and alumni and other sources account for the other 20 per cent.

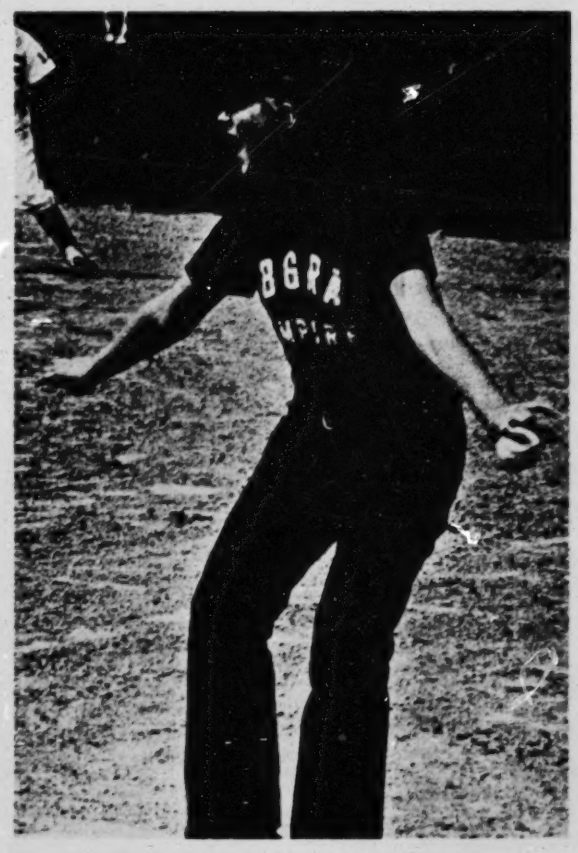
INTRAMURALS: Seven of the 10 schools earmark intramural funds by sex. In these seven cases, 69 per cent of the funds go to men, and 31 per cent to women. The other schools do not break down these funds by sex.

PHYSICAL EDUCATION:

There appears to be an equitable distribution of funds by sex in this area.

AVAILABILITY OF ATHLETIC FACILITIES TO WOMEN: Measured in gross square feet, men are allocated 57 per cent of all intercollegiate, intramural, and physical education facilities. In terms of the number of hours during which facilities are available, women have indoor facilities available to them about 40 per cent of the time, and outdoor facilities are available only 39 per cent of the time. The facilities which are predominantly used by women are, on the average, 21 years older than the facilities predominantly used by men, according to Dr. Moskoff's report.

Staff research done by the subcommittee on athletics of the Higher Education Committee focused primarily on two factors: money and decision-making structure. To recognize deficiencies and discriminatory policies, the legislators first had to view this information.



Today she umpires a Little League game. A few years from now, still interested in sports, she'll be college-bound. Right now, women get only 3 per cent of total financial aid given to Illinois athletes at 10 public universities. Will the situation improve by the time she enters college as a freshman?

Questions such as: How are athletic funds collected? Where do those funds go? What structure is used to distribute those funds? Who makes the actual athletic operation's decisions? were researched by staff members for the subcommittee.

The staff found, for example, that funds for athletic programs are generated from four major areas: student fees, state appropriations, gate receipts, and donations. If state programs are considered as a whole, over 30 per cent of funds are provided through student fees. There are 23 per cent of funds available through state appropriations, and 47 per cent come from gate receipts and donations. If you remove the University of Illinois from this calculation, the percentages are greatly changed. Student fees then provide 48 per cent; the state comes up with 35 per cent; and only 17 per cent comes from gate receipts and donations.

In most schools, student fees represent the primary funding source. Student fees pay for athletic scholarships (grants-in-aid), athletic construction projects, athletic program operating expenses, and, in some cases, coaching salaries. Several schools have three or four separate fees, all relating to athletics. There may be a straight athletic fee of x amount of dollars per semester (or quarter) which goes directly to athletic programs. Some schools have a general activity fee, of which an appropriation is made for athletics. There may be several fees to pay off bonds for athletic buildings. Finally, several Illinois schools charge another mandatory student fee to get money for athletic scholarships. All of these fees are mandatory, and must be paid with tuition as a prerequisite for admission. General student fees go mostly for intercollegiate activities, although intramural budgets receive most of their funds from a student fee. Physical education classes benefit only in those cases where student fees have constructed athletic facilities for all athletic purposes.

State appropriations are the second most important funding source for every school except the University of Illinois. The University of Illinois at both its Urbana and Circle campuses is prohibited from using state appropriations for intercollegiate sports activities. The state does help athletics in that money is taken directly from most university budgets and funneled into certain areas. Such funds pay the salaries of coaches and instructors. Also, the state pays for a large number of tuition waivers for athletics. These, in effect, are a drain on the state treasury.

Gate receipts obviously represent all funds that the sports generate from admissions fees. Basketball and football are typically the only two sports to generate substantial sums of money. Though the University of Illinois does very well from gate receipts, most schools do not generate funds representing the actual athletic costs for the athletic program.

Every university is involved in various efforts to solicit contributions for their athletic endeavors. Donations are a facet of the athletic funding picture, although they do not represent a large

percentage of athletic budgets. Examples of university work in this area include alumni organizations and athletic booster clubs established by local businessmen.

As the staff research summarized above shows, the question of athletic funding is a complicated one. The subcommittee is considering a number of possible recommendations dealing with the entire problem of possible sex discrimination in the public colleges and universities of Illinois, and expects to continue its discussions and examination of the situation.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

EXECUTIVE DIRECTOR'S REPORT #117-AFFIRMATIVE ACTION

On numerous occasions, the Illinois Board of Higher Education has supported, in both word and deed, affirmative action in the employment of women and minority race individuals in postsecondary educational institutions.

This has occurred, in the first instance, in the initiation of independent studies by the Board and the continuance of staff research activities.

In its budget recommendations and by its action on Feb. 5, 1974, the Board has converted into action this dedication to the principle of equity for all individuals.

The status of women and minorities in Illinois public colleges and universities continues to be an area of concern to many. Some Illinois institutions of higher education have responded to this concern by developing affirmative action plans. The implementation and administration of each such program is and must remain the purview of the institution that developed it.

Adhering to the statutory boundaries set for the Illinois Board of Higher Education, the staff recommends that the Board take the following steps in connection with affirmative action in Illinois public colleges and universities:

1. Accept and acknowledge the findings of the Citizens Review Committee (the Newhouse Report, May, 1973) to serve as information to be used by the Board and its staff in a continuing examination of the issues raised by that committee and in that report.

2.A. Accept the University Civil Service Section of the Newhouse Report as a basis for immediate study and action, together with the total report of the consultant, the National Civil Service League, that provided the content for said section.

B. Request from the University Civil Service System (UCSS) a response to that section of the Newhouse Report that focuses on the UCSS.

3. Authorize the IBHE staff to institute an independent and separate study of minorities and women in Illinois public colleges and universities. The first priority herein is the devising of a mechanism for gathering information

and collecting statistical data regarding students and employees, including faculty and professional-administrative staff and civil service employees classified as exempt under the Federal Wage and Hour Act. This data would be collected on an annual basis. Thus, an annual process of review, updating and reporting would be installed. The Board would coordinate, where possible, requests for similar data from other state agencies and, where appropriate, requests for information from federal agencies.

4. As a part of developing an information base concerning the ongoing efforts of the institutions, request IBHE staff to collect and review each institution's affirmative action plan, which has been submitted to the federal government, in order to: (a) assess statewide progress in this area; (b) identify all successful activities, encouraging and helping sustain and extend successful plans of action; and (c) develop a "model" affirmative action plan which may be helpful to those institutions that are in the developmental stages of affirmative action planning.

---February 5, 1974

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

PROGRESS REPORT
OF STAFF ACTIVITIES ON AFFIRMATIVE ACTION

The following is a progress report on IBHE staff efforts to date regarding affirmative action, pursuant to the Board's approval and acceptance of Executive Director's Report #117 at its February meeting.

On February 14, the Executive Director spoke at a meeting of the recently-organized Illinois Affirmative Action Officers Association. Dr. West reaffirmed the IBHE's past and continuing efforts to be informed about the interests and concerns of minorities and women that relate to Illinois higher education. He further pointed out the importance of developing and maintaining adequate, usable data concerning the status of women and minorities in student, faculty, and administrative ranks within the State's higher education system.

Preparatory to on-campus visits with affirmative action officers, the IBHE staff developed a two-page discussion sheet that outlined the kinds of data and the form of reporting by which that data would be most meaningful and useful. During March and early April, Dorothy Bell visited individually with the affirmative action officer/s at each of the thirteen campuses of the public senior institutions, and with staff members of the Illinois Community College Board (ICCB). Discussions with institutional and agency representatives focused on the above-mentioned discussion sheets, on whether affirmative action officers (and in some instances, institutional researchers) thought the kinds of data listed therein were comprehensive enough, and on whether institutions could provide the data in the detailed manner proposed in the discussion sheet. The majority of affirmative action officers at the public senior institutions stated that their institutions can provide answers to the kind of information-survey instrument that we discussed. ICCB staff members indicated that most community colleges will not be prepared to respond totally to such an instrument for at least another year.

IBHE staff have designed the first draft of the data-gathering instrument. In May, the draft was submitted to affirmative action and institutional research representatives for additional suggestions on needed refinements. By June, the finalized version of the instrument was sent, together with a request for its completion and return to IBHE by September 1, to the chief administrator of each Illinois college and university.

In addition to the above activities, two IBHE staff members attended the March conference on Illinois higher education sponsored by the Illinois Human Relations Commission. The conference's purpose was to identify specific needs and concerns of minority persons in

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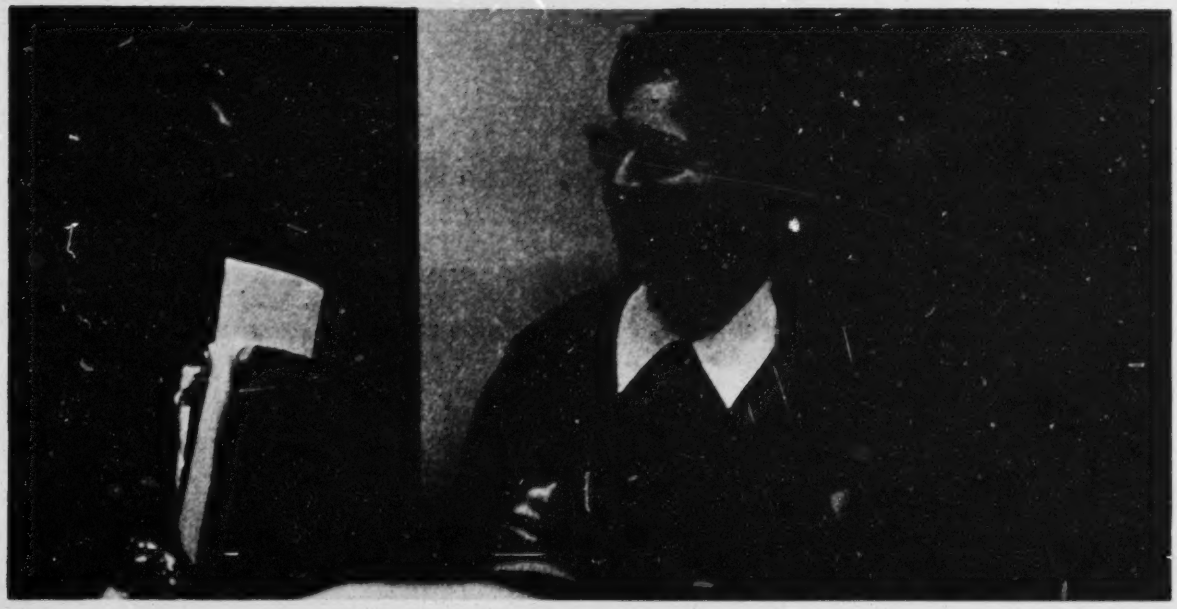
relation to Illinois' higher education system. Dr. Bell also has conferred with Chicago-based representatives of the Offices of Civil Rights and of Equal Employment Opportunity. She has met with a representative of the Illinois Commission on the Status of Women in an effort to coordinate the Commission's and IBHE's requests for similar data from Illinois colleges and universities. Dr. Bell also participated in the April 24-26 workshop of the Illinois Affirmative Action Officers Organization.

...May 7, 1974



In the 10 years from 1963 to 1973, national statistics from U.S. Department of Commerce show that enrollment of women in college has gone up by 120 per cent. During the same period, enrollment of men in college went up 71 per cent. Women are now earning more graduate degrees. U.S. News and World Report, May 27, 1974, says that women now earn 40 per cent of master's degrees, up from 34 per cent in 1966. But only 15 per cent of doctor's degrees, compared with 11.6 per cent in 1966, are earned by women. Photo: National College of Education.

REPORT OF THE

LEGISLATIVE ACTION COMMITTEE

The Legislative Action Committee, chaired by Representative Eugenia Chapman, has made a number of recommendations to the Commission which have been approved. A list of these is at the front of this report.

During 1973, a number of laws which relate to the status of women were signed by Governor Daniel Walker. Some of these laws represent changes in wording of existing statutes. For instance, HB 1258, Public Act 78-841, which amended the Act permitting investments by married women, was revised. The word "individual" was substituted at every place that the words "minors" or "married women" appeared. HB 1267, Public Act 78-848 amended the statutes regulating contracts for public works. This Act now says that "no persons shall be refused or denied employment in any capacity on the ground of race, creed, color, sex, or national origin, nor be discriminated against in any manner by reason thereof, in connection with the contracting for or the performance of any work or service of any kind by, for, on behalf of, or for the benefit of this State, or of any department, bureau, commission, board, or other political subdivision or agency thereof. HB 1261, Public Act 78-861, amended the Wrongful Death Act to change the wording from "widow" to"surviving spouse."

Some of the laws relate to Workman's Compensation. HB 1104, Public Act 78-358, eliminates discrimination against women employees by adding widowers as beneficiaries. SB 98, Public Act 78-519, equalizes the treatment of male and female employees in disfigurement cases covered by Workman's Compensation.

Pension codes also came under examination. HB 975, Public Act 78-779, amended the state university retirement system. Among other changes, the new wording removed provisions excluding pregnancy from disability benefits. HB 1423, Public Act 78-349, amended the Sanitary District Pension Code to permit disability benefits as a result of pregnancy or childbirth.

HB 1262, Public Act 78-844, amended the Divorce Act so that a man now has the same rights as a woman if he unknowingly married a bigamist. And HB 1265, Public Act 78-846, revised the law in relation to mechanics' liens.

Credit card rules were changed by HB 1032, Public Act 78-839. Under the new wording, the law prohibits discrimination on the basis of sex or marital status with regard to the issuance of credit cards. It now requires consideration of the financial status of a married couple or that of the woman alone if she so requests. It requires that notice be given specifying reasons for a rejection of an applicant for credit cards. The law now prohibits requiring a woman to reapply for credit upon marriage, divorce, or separation, unless reasonable grounds exist which indicate a deteriorated financial status.

HB 1259, Public Act 78-842, relating to the University Civil Service System, states that no applicant shall be denied employment by the Merit Board or by any employer because of race, color, sex, national origin, religious or political affiliation, except that any applicant for employment may be required as a condition of employment, to sign a valid oath attesting his loyalty to the state and to the United States.

HB 1260, Public Act 78-843, abolishes discrimination in the payment of wages between persons performing equal work, and relates to any employer of six or more persons who is engaged in the manufacture of any article. HB 1266, Public Act 78-847, amended the State Housing Act to forbid discrimination on the basis of sex or national origin in hiring by housing corporations or their contractors. And HB 1264, Public Act 78-845, amended the Public Employment Offices and Agencies Act to eliminate the previous requirement that separate rooms for the use of women registering for situations or help be maintained by the Illinois Department of Labor in its free public employment office.

The Legislative Action Committee has recommended the Illinois ratification of the proposed Equal Rights Amendment to the United States Constitution, and implementation of the 1970 Illinois State Constitution, Article I, Sections 17 and 18, as they relate to prohibition of sex discrimination. Section 17 says that all persons shall have the right to be free from discrimination on the basis of race,color, creed, national ancestry and sex in the hiring and promotion practices of any employer or in the sale or rental of property. And Section 18 says that the equal protection of the laws shall not be denied or abridged on account of sex by the state or its units of local government and school districts.

In addition, the Legislative Action Committee supports legislation currently under consideration by the Illinois General Assembly, including specifically Senate Bill 576, which provides for survivor's benefits for spouses rather than only for widows of governmental employees, and House Bill 2603, which provides increased employment opportunities by state government for part-time employees.

The legislature has also passed three bills relating to abortion: SB 1049, Public Act 78-225, which indicates that abortions may be performed only by physicians licensed to practice medicine in facilities which adequately protect the life and health of the woman with informed consent following counseling and laboratory procedures; SB 1050, Public Act 78-226, which requires abortions to be performed in authorized facilities; and SB 1051, Ambulatory Surgical Treatment Center Act, Public Act 78-227, which is concerned with inspection, licensing, and regulations for Ambulatory Surgical Treatment Centers. These bills, which were supported not only by women legislators, but by a broad-based spectrum representing various constituencies, bring Illinois law into compliance with the recent United States Supreme Court decision on abortion. All were supported by the Commission on the Status of Women.

The Legislative Action Committee has begun to research and review the state statutes. While this is a lengthy and involved process, the Committee has already discovered numerous laws that are either archaic or reflect outdated attitudes about the role of women in society, or that discriminate against persons on the basis of sex.

This report is the first that we are bringing to the Commission, to the Governor, and to the legislature. A future report will examine a number of these statutes in detail, and will bring to the legislature the strong recommendations of this Legislative Action Committee on specific legislation needed to bring existing statutes into compliance with the Illinois State Constitution.

Representative Eugenia Chapman, Chairperson

WOMEN IN ILLINOIS LEGISLATURE

Since the women's suffrage amendment was ratified in 1920, 40 women have served in the Illinois General Assembly. The first female legislator, Lottie Holman O'Neill, was elected to the House of Representatives in 1923 and was later elected to the Senate. She was a lawmaker for 37 years.

Of the 40 women legislators, 21 were elected by Cook County voters, 19 by electors of 14 other counties, and one was appointed to fill a vacancy downstate.

	Senate	House
Cook County		
Republican	0	14
Democrat	2	5
Outside Cook County		
Republican	4	8
Democrat	2	6

More women were elected to the General Assembly in 1973 than in any previous election--3 women to the Senate and 8 women to the House. At the March 19, 1974 primary election 19 women were nominated as their party's candidate.

Biographical information on these distinguished legislators follows. It is taken directly from the Illinois Blue Books covering the terms in which they served.

WOMEN STATE SENATORS

FLORENCE FIFER BOHRER, Bloomington
Senator, Republican, 26th District

Florence Fifer Bohrer has lived all her life in Bloomington. She is the daughter of Joseph W. Fifer, former Governor of Illinois. She married Jacob A. Bohrer, attorney and has two children. She is active in civic and welfare organizations in her community and State; was elected a member of the State Senate in 1924 and re-elected in 1928, being the first woman to serve as a member of that body.

LOTTIE HOLMAN O'NEILL, Downers Grove
Senator, Republican, 41st District

Elected to the House of Representatives in 1922, being the first woman in the history of the State to be elected to such office. Mother of two sons. Member of Federation of Women's Clubs, League of Women Voters, Business and Professional Women's Clubs, Hon. Delta Kappa Gamma, American Legion Auxiliary and Guild of St. Andrew's Episcopal Church. Served 13 terms as Representative in the General Assembly and elected to the State Senate in 1950, 1954 and 1958.

LILLIAN E. SCHLAGENHAUF, Quincy
Senator, Republican, 36th District

Born in Quincy, Illinois, where she has lived all her life. Received B.A. degree from Northwestern University; LL.B. degree from the University of Illinois; honorary degree of doctor of humane letters from Colorado Women's College of Denver, Colorado; and doctor of laws from MacMurray College. Practiced law in Quincy for more than twenty-five years and for eight years assistant to the Attorney General. Member and Treasurer Adams County Bar Association. Member: Quincy Branch American Association of University Women; Moose and Elks Auxiliaries; Past Worthy Matron of Eastern Star; Altrusa; P. E. O.; Past President of Women's City Club and Federal Business and Professional Women's Club. Served three terms.

MADGE MILLER GREEN, Palestine
Senator, Republican, 48th District

Born in Palestine, Illinois. Attended Palestine schools, Eastern College and received a bachelor's degree and master's degree in Education from Indiana State College. Mrs. Green, wife of the late Senator Herschel S. Green, taught in Palestine and history and art in Richmond, Indiana for 15 years. Author of a textbook,

"Through the Years in Indiana" now used in Indiana schools. Senator Green and Mrs. Green lived on a farm and worked together on district problems while Mr. Green was a legislator for 16 years --Committee Clerk in the House since 1949, and Executive Secretary of County Problems Commission for past 6 years. In 1961, she was honored as "Woman of the Year" in Crawford County by Business and Professional Women's Club. Member: National Federated Republican Women; D.A.R.; Wabash Valley Association and Federal Business and Professional Women's Club.

ESTHER SAPERSTEIN, Chicago
Senator, Democrat, 10th District

Born in Chicago. Attended public schools and Northwestern University. A lifelong Chicagoan, devoted many years to education, mental health and civic affairs. A founder of City of Hope and first president, Chicago Region PTA. Member: Chicago Committee, Human Relations; Mayor's Juvenile Welfare Committee; former Chairman, Public Affairs Committee, Metropolitan YWCA; member Advisory Board, Citizens School Committee; public affairs chairman, Haddassah; B'nai Brith Women's Council; Board of Jewish Community Centers; Little City; Executive Committee, Zionist Organization, and Rogers Park and Edgewater Community Councils; Women's Board, Mundelein College; Congregation B'nai Zion; board member, Chicago School Retarded Children; Cerebral Palsy; League of Women Voters. Served five terms in the House, Senate since 1966. Chairman: Senate Education Committee, Mental Health Commission and Commission on Status of Women. Listed "Who's Who in America."

BETTY ANN KEEGAN, Rockford
Senator, Democrat, 34th District

Born in Springfield, January 23, 1920. Educated in Springfield public schools; graduated from Rockford College; graduate work in economics, University of Wisconsin; formerly public member of Illinois Election Laws Commission and Illinois Commission on Children and Youth; formerly advisor, Voters Service Committee, Illinois League of Women Voters; delegate, Sixth Illinois Constitutional Convention, 1969; served on Rules and Local Government Committees; member, Citizens Task Force on Constitutional Implementation; Delegate-at-large and one of two Illinois members on Permanent Organization Committee, Democratic National Convention, 1964; Delegate-at-large and one of two Illinois representatives on Rules Committee, Democratic National Convention, 1968; formerly board member, United Fund; Junior League; League of Women Voters and Rock River Council of Girl Scouts. Married, three children. Died 1974.

DAWN CLARK NETSCH, Chicago
Senator, Democrat, 13th District

Born in Cincinnati, Ohio, September 16, 1926. Educated in public schools in Cincinnati; Northwestern University, B. A. (1948) with distinction, Phi Beta Kappa; Northwestern School of Law, J.D. (1952), magna cum laude. Order of Coif, Associate Editor of Law Review; engaged in private practice of law in Washington, D.C., and in Chicago for six years; served as law clerk to Judge Hoffman on U. S. District Court in Chicago; Administrative and legal aide to Governor Kerner, 1961-65; Professor of Law, Northwestern Law School since 1965, teaching State and Local Government and Antitrust Law; Delegate to Illinois Constitutional Convention, vice-chairman, Committee on Revenue and Finance; served on the Commission on State Government--Illinois and Constitution Study Commission; Consultant to National Advisory Commission on Civil Disorders, summer 1967. Member: Illinois and District of Columbia Bar Associations; Board of Directors of American Civil Liberties Union (Illinois); Committee on Illinois Government; Leadership Council for Metropolitan Open Communities; League of Women Voters; Museum of Contemporary Art and Illinois Welfare Association. Author of several articles on state constitutional issues. Married to Walter A. Netsch.

VIVIAN VEACH HICKEY, Rockford
Senator, Democrat, 34th District

Born in Clayton, Adams County, Illinois, March 25, 1916. Educated in the Clayton Public Schools, Bradley University, Rockford College (B.A.), University of North Carolina (M.A.) and University of Wisconsin. Senator Hickey formerly taught at Rockford College. Married to Francis E. Hickey, a Rockford attorney. They have three children, Charles D., an attorney in Vermont, Conn B., a professor at Van Hanh University in Saigon, and Martin E., a student at Rush Medical College. Mrs. Hickey has served as a trustee of Rockford College and of Rock Valley College and as a member of the Illinois Board of Higher Education (served on Board's Master Plan Committees), and was chairman of the Citizens Advisory Committee to the Board. Active in various civic, educational and religious organizations. Presently a Democratic precinct committeeman and member of the executive committee of the Winnebago County Democratic Organization. Appointed in 1974 to fill the vacancy caused by the death of Senator Betty Ann Keegan.

WOMEN STATE REPRESENTATIVES

RENA ELROD, Chicago
Representative, Republican, 25th District

Mrs. Rena Elrod was born in Attica, Indiana. She received a common school and musical education, following music as a profession. She is married. She won her seat in the Fifty-fourth General Assembly on a recount of the ballots of her district. She is past president of the Seventh Congressional District of Women's Clubs, and is a member of various clubs and civic organizations in the State. Is a member of St. John's Episcopal Church, Irving Park. Served three terms.

KATHERINE HANCOCK GOODE, Chicago
Representative, Republican, 5th District

Katherine Hancock Goode, wife of Professor J. Paul Goode of the University of Chicago, was born in Kellogg, Wabasha County, Minnesota. Educated in the public schools of Minnesota, in State Teachers College in Moorhead, and in the University of Chicago. She was a delegate in 1922 to the Republican State Convention, and in 1924 to the Seventh District Supreme Court Convention. Served her second term as representative of the Hyde Park District of Chicago.

SARAH BOND HANLEY, Monmouth
Representative, Democrat, 32nd District

Sarah Bond Hanley was born in Leon, Iowa, the daughter of Jesse Walton Bond, who came to Illinois with his parents from Alabama in 1826, and Anne Caroline Harrah who came from Ohio in 1842. They were married in Warren County and went to Leon, Iowa, where they remained three years returning to Warren County, where Mrs. Hanley has since lived. She was educated at Monmouth College, and in 1889 married John H. Hanley, a lawyer of Monmouth, and they have one child, Helen Bond. In 1898 Mrs. Hanley conceived the idea of federating the woman's clubs by districts, and a meeting was held by invitation of her club in Monmouth, and she was elected the first treasurer of the first district Federation of Women's Clubs in the State. Mrs. Hanley was a member of the first Democratic Women's Club in the country, organized in 1888, and as secretary of this club in 1892 gave the first money that was ever given by a woman's club toward a political campaign. She has served on the woman's auxiliary of the Democratic State Committee ever since women had suffrage and spoke over the State in the Wilson and Cox campaigns. She was a delegate and spoke at the Fourth Judicial District Convention in 1921, the first time in Illinois that a woman has participated in the judicial convention. In 1924 she was unopposed as a delegate from the Fourteenth District to the Democratic

National Convention and was the only downstate woman delegate, and acted as the Illinois representative on the committee notifying Governor Bryan of his nomination for Vice President. Her ancestors run back in every line to colonial days. She has been elected unanimously seven terms as a State officer of the Daughters of the American Revolution, including two terms as State Regent. She served three years as Vice President General of the National Society D.A.R., and is a director of the National Officers' Club D.A.R., and a member of other patriotic and historical societies. She is a member of the Episcopal Church. Served two terms in the General Assembly.

MARY C. McADAMS, Quincy
Representative, Democrat, 36th District

Mrs. Mary C. McAdams was born in London, England, and came to America with her parents, John and Catherine Cowan, when one year old. For a number of years they resided in Pittsburgh, Pennsylvania. From there they came to Illinois and settled in Murphysboro, where she received her education in the public schools. As a young woman, she went to Rockford, Illinois, where she studied art in Rockford with Miss Hume, an English artist of great note. She also studied in Chicago, in Springfield under the instruction of Miss Etta Ackerman, a noted German artist, and under Professor Verwayne of Evansville, Indiana, and executed some very handsome work in still life. She served as postmistress and assistant postmistress during sessions of 1896, 1898 and 1900, and one term as superintendent of pages. Was married to Senator John McAdams in Quincy, Illinois, in 1901, where she has continued to reside. Is an active member of the Presbyterian Church, director of Civic Improvement League, the Chaddock School for Boys, Humane Society, Woman's Forum, and many other clubs and organizations. She was the first president of the League of Women Voters of Adams County, resigning to become a candidate for the legislature. She then was elected vice-president, which office she now holds. She is international president of the World Peace Memorial Association. She was the first Democratic woman ever elected member of the State legislature in Illinois. She was elected a member of the Fifty-fifth and Fifty-sixth General Assemblies.

FLORA SYLVESTER CHENEY, Chicago
Representative, Republican, 5th District

Flora Sylvester Cheney was born in Fond du Lac, Wisconsin; she received a public school education in Wisconsin supplemented by special courses in New York City and foreign travel; and taught school in Wisconsin three years. She was the wife of Dr. Henry W. Cheney, a well-known Chicago physician, and the mother of three children--Mrs. Charles J. Merriam, Harold (deceased), and Carol Eleanor. She was executive chairman of the Woodland Community

Center in the Hyde Park High School for 13 years; first president of the Public School Community Center Association of Chicago; member of the executive committee of the Municipal Voters League; first president of the Illinois League of Women Voters; and editor of the Illinois League of Women Voters Bulletin. For years her chief interest outside her home was civic education for women. She took a leading and active part in many campaigns for the election of high-grade candidates to public office. She was a member of the Chicago Woman's Club, Woman's City Club, Woodlawn Woman's Club, Sixth Ward League of Women Voters and the Parent-Teacher Association of the Elementary School of the University of Chicago. Mrs. Cheney died April 8, 1929.

ANNA WILMARTH ICKES, Winnetka
Representative, Republican, 7th District

Born in Chicago in 1873. Educated South Division High School, Chicago, and University of Chicago. Married, Harold L. Ickes, lawyer, four children. Served as member of the Board of Trustees of the University of Illinois. Member of the Episcopal Church and a number of clubs and civic organizations. Elected to the General Assembly in 1928 and re-elected in 1930 and 1932.

MARY DAVIDSON, Carthage
Representative, Democrat, 32nd District

Is Managing Editor and Publisher of The Carthage Republican, a Democratic weekly which has been in the Davidson family for 70 years. Has received the degree of Master of Journalism from the University of Illinois and the Illinois Press Association. Very active in party politics and civic matters. Served two consecutive terms in the Legislature.

JOSEPHINE PERRY, Chicago
Representative, Republican, 5th District

Born in Melvin, Ford County. Educated in public schools and graduated from Illinois State Normal University. Member of several civic organizations and long identified with civic and social welfare activities in her community. Member of the 57th General Assembly, re-elected in November, 1932.

BERNICE T. VAN DER VRIES, Winnetka
Representative, Republican, 7th District

Born in Holton, Kansas. Educated at the University of Kansas (Distinguished Alumni citation 1942) and Barnard College. Married John N. Van Der Vries. One son, John N., Jr. Elected trustee, village of Winnetka, 1931, re-elected 1933. Member: Winnetka

Woman's Club, Winnetka League of Women Voters (president 1927-29), Pi Beta Phi, Business and Professional Women's Club of Evanston, Zonta of Evanston, Episcopal Church, Director of Hull House, Illinois Society for Mental Health, Illinois Commission on Inter-Governmental Co-operation 1937 (chairman since 1939), Illinois War Council (1941-43), member and former chairman, Board of Managers, Council of State Governments. Member: Board of Governors, American Red Cross; Vice-chairman, Advisory Committee, Illinois Children's Hospital School. Elected to the Assembly 1934, re-elected 1936 through 1954. Business: Special Consultant, National Society for Crippled Children and Adults.

LIZZIE BARNES, Carmi
Representative, Democrat, 48th District

Born March 13, 1892, in Clinton County, Ky. Brought to White County, Illinois by her parents a year later and she has resided there since. Has one son, Frank C. Barnes, an attorney. Elected to the General Assembly in 1938.

MAUD N. PEFFERS, Aurora
Representative, Republican, 14th District

Born on farm near Oswego, March 7, 1888. Has resided in Aurora since 1896. Graduated from West Side High of Aurora, and Allen's Business College. Widow of late Hon. John M. Peffers, who served six terms as Representative; elected to his seventh term when he died. Three children, John M., D.D.S., Helen C. Philipson and George William. Member: First Presbyterian Church, P.E.O. Sisterhood, Eastern Star, White Shrine, Altrusa Club, Aurora Women's Club, Aurora Women's Republican Club, National Order of Women Legislators, Mid-west Pressed Glass Club. Served nine terms in General Assembly.

HAZEL A. McCASKRIN, Rock Island
Representative, Republican, 33rd District

Born in Tampico, Illinois, January 9, 1891. Moved to Rock Island in 1907. Graduated from high school there. Married the late Representative Harry M. McCaskrin, and was his secretary twenty years. Past President, Business and Professional Women's Club and Rock Island Council Parents and Teachers; charter member, Rock Island Woman's Club; Amoo Caldron No. 1; Supreme Officer, Supreme Caldron, Daughters of Mokanna Amaranths; Ladies' Auxiliary of Moose; Ladies' Auxiliary to Eagles; Turner Auxiliary; American Legion Auxiliary; Woodmen Royal Neighbors; Women's Benefit Association; Daughters of Nile; White Shrine; Eastern Star; Order of Women Legislators; Rock Island County Farm Bureau; and League of Women Voters. One son, H.J. McCaskrin. Was elected Representative four terms.

MABEL E. GREEN, Rockford
Representative, Republican, 33rd District

Born in Oregon, Illinois. Moved from Oregon to Rockford in 1918. Mrs. Green was graduated from Rockford High School in 1923. She was married to Leroy M. Green, former member of the Legislature in 1928. Served seven terms in the General Assembly.

LILLIAN PIOTROWSKI, Chicago
Representative, Democrat, 30th District

Born in Chicago, Miss Piotrowski is a graduate of Harrison High School, Chicago Teachers' College and Loyola University, receiving a bachelor of philosophy degree from the latter school. She worked as Deputy Sheriff in Criminal and Juvenile Courts of Chicago and also as juvenile probation officer and as an adult probation officer. She was formerly employed by the Board of Education, Division of School Attendance. Member: Pi Gamma Mu national social science honor society, Polish Alma Mater, St. John's Lodge, Isadore's Society, Moose, and Order of Women Legislators. Member of the American Polish Women's Civic Club and President of the Ladies' Democratic Club of the 22nd Ward. Served seven terms in the General Assembly. Died 1974.

MARIE H. SUTHERS, Chicago
Representative, Republican, 30th District

Born in Chicago on March 12, 1895. Married W. Glenn Suthers and has one son, William B. Mrs. Suthers is a graduate of Chicago Teachers College, a registered parliamentarian, teacher and author. Former President of American Legion Auxiliary--Illinois, Illinois and National Federations of Women's Republican Clubs, Chicago Association of Parliamentarians, and Chairman, Illinois Women's Conference on Legislation. Dean and Education Director, Illini Girls State. Member of Beverly Hills Unit, American Legion Auxiliary; Englewood Women's Club; D.A.R.; League of Women Voters, P.E.O.; Executive Committee, 19th Ward Republican Organization; and 19th Ward Republican Club.

PAULINE B. RINAKER, Carlinville
Representative, Republican, 38th District

Born in Carlinville, the daughter of the late Dr. and Mrs. J. M. Barcus, Pauline Rinaker attended public schools, Blackburn College and Northwestern. Taught history and French in the Carlinville High School. After her marriage in 1922 to T. K. Rinaker, an attorney and veteran of both World Wars, she devoted her time and talent to the Republican Party and to civic and patriotic organizations. She served as State President of P.E.O., the American Legion Auxiliary, and the Federation of Illinois Women's Republican Clubs.

Organizations: Home Bureau; O.E.S.; General Federation D.A.R.; B. & P.W.; Hospital Board and Baptist-Presbyterian (Federated) Church. Served two terms in the General Assembly.

FRANCES L. DAWSON, Evanston
Representative, Republican, 7th District

Born Frances Ledlie in Des Moines, Iowa. Graduate, Simpson College, B.A.; Northwestern University, M.A. Taught history and political science. Married to Horace Dawson, attorney, and they have lived in Evanston since 1929. They have two married daughters. She is past president of Woman'sClub of Evanston; Evanston League of Women Voters; North End Mothers' Club and of the Women's Association of First Presbyterian Church of Evanston. Former activities include: member, Evanston Plan Commission; Evanston United Fund Board; Evanston High School Board of Education; Advisory Board, Institute for Juvenile Research; Board of Managers, Chicago (Mid-America) Red Cross; Board of Directors, Women for National Safety Council; Session of First Presbyterian Church, Evanston. Received Northwestern University Alumni Merit Award in 1960 and honorary Doctor of Laws degree, Simpson College, 1968. Member of P.E.O., Delta Delta Delta, Delta Kappa Gamma, University Guild, Evanston Chamber of Commerce, Business and Professional Women's Club, North Shore Board of Illinois Childrens Home and Aid Society, Zonta Club, and Trustee, Simpson College.

JEANNE C. HURLEY, Wilmette
Representative, Democrat, 7th District

Born in Chicago. Graduate of New Trier Township High School; received B.A. degree from Barat College, Lake Forest and J.D. degree from Northwestern University School of Law. Admitted to the Illinois Bar in January, 1948. Assistant State's Attorney of Cook County from June, 1953 to December, 1956. Member: Chicago Bar Association; Illinois State Bar Association; Women's Bar Association of Illinois; American Association of University Women; Zonta International; League of Women Voters; Catholic Interracial Council; N.A.A.C.P.; New Trier Township Democratic organization. Married Paul Simon, two children.

FERNE CARTER PIERCE, Malta
Representative, Democrat, 32nd District

Born September 10, 1920 in Selma, California, daughter of cattleman and rancher. Educated in Selma public schools and Mills College for Women, Oakland, California. Married Tim J. Pierce on December 29, 1944 and they have three children, Sandra Lea, James and Carter. Mrs. Pierce served as president of the Creston Mothers' Club in 1950 and treasurer of the same organization in 1954. In 1955-56, she was secretary-treasurer of the Women's Auxiliary of the American Angus Association. Precinct committeeman and former secretary of the DeKalb County central committee. Member of the Rochelle Sportsman Club, the

Elks and Eagles Clubs, and the Hospital Auxiliary. Member, National Order of Women Legislators. Active partner in the farming and Angus cattle operation on their farms. Served three terms in General Assembly.

FLOY CLEMENTS, Chicago
Representative, Democrat, 22nd District

Born in Memphis, Tennessee, November 20, 1909. Graduate of Wilberforce University. Served as a precinct captain in the Fourth Ward Regular Democratic Organization for more than twenty years and was committeewoman for several years. Active in numerous social, civic, and educational groups. She served as Grand Traveling Deputy of the State of Illinois for the Improved Benevolent and Protective Order of Elks of the World and as field worker for that organization. Member of St. Mark Methodist Church; Past Worthy Matron of Electa Chapter, No. 1, Order of the Eastern Star; and Grand Officer of Eureka Grand Chapter of the O.E.S.

EUGENIA S. CHAPMAN, Arlington Heights
Representative, Democrat, 3rd District

Born Eugenia Sheldon in Fairhope, Alabama, January 10, 1923. Bachelor of Education, Chicago Teachers College, 1944. Counselor and director of children's summer camps, 1940-1949. Teacher, Cicero and Chicago public schools, 1944-1951. Wife of Gerald M. Chapman, Chicago attorney, has four children. Past president and charter member, Arlington Heights League of Women Voters. Former member and secretary, Board of Education, Township High School, District 214. Former member: Executive Committee, Tri-County Division, Illinois Association of School Boards; Steering Committee for an area community college; Board of Directors, Illinois Migrant Council. Legislative chairman, P.T.A. Board Member: Northwest Mental Health Association, Salvation Army Community Counseling Center, Suburban Division--SCLC. League of Women Voters; National Organization for Women; Business and Professional Women's Club; Boy Scouts of America. Recipient, Best Legislator Award, IVI, 1966, 1968, 1970, 1974. Delegate to 1970 White House Conference on Children and Youth. Serving fifth term.

DORAH GROW, Quincy
Representative, Democrat, At-large election

Born and educated in Oklahoma. Bachelor's and master's degrees in business from NE State, Tahlequah, both in Oklahoma and worked toward doctor's degree at S.I.U., Washington and New York University. Background in business and education includes Personnel Administrator for J. Paul Getty (reportedly the world's richest man); Assistant Supt. of Schools and Chief Clerk of County Election Board, Tulsa, Oklahoma. Taught in Oklahoma, Kansas and Illinois high schools;

McKendree College in Lebanon; Carthage College and Gem City Business College at Quincy in Illinois. Served as office and personnel manager in a religious-educational foundation in New York and is now a faculty member at Robert Morris Junior College at Carthage. Her husband, Dr. H. Russell Grow, was formerly President of McKendree College at Lebanon. He is a Professor of economics and education and College Psychologist at Culver-Stockton College, Canton, Mo., and serves on the Quincy Water Comm. They have a son, Dr. Engel Grow, an Asst. Prof. of education, and a daughter, Rose Marie Taylor. Member of Commission on Status of Women for Illinois; Higher Education Assistance Corp.; Mississippi Scenic Parkway Comm.; Methodist. Member: AAUW; OES; YWCA; AFT; Delta Pi Epsilon; and Gamma Phi Beta.

MRS. BROOKS McCORMICK, Chicago
Representative, Republican, At-large election

Born July 9, 1919 in New York City. Attended schools in the East, graduating from Ethel Walker School. Mrs. McCormick is President of the Republican Citizens Committee, Ninth Congressional District; member, Board of Governors, United Republican Fund; Recording for the Blind. She is on the Women's Board of Presbyterian St. Luke's Hospital and the Art Institute of Chicago. Mrs. McCormick's experience in civic affairs also includes: Trustee, Illinois Children's Home and Aid Society; Director, Chicago Public School Art Society; Founder-President of the Illinois Epilepsy League; Board of Trustees, Chicago Latin School; Women's Board, Childrens Memorial Hospital; and Chairman, Woman's Division United Republican Fund. Married to Brooks McCormick, Executive Vice-President of International Harvester and they have four children. Member of St. Chrysostom's Church.

MARY K. MEANY, Chicago
Representative, Republican, 28th District

Born in Clayton, Ill. Mrs. Meany is Past President of the 3rd Congressional District Women's Republican Club; President of Republican Forum of Beverly Hills; Past President, Chicago Region PTA. She is a graduate of Northwestern University, and a former high school teacher at Sheldon, Illinois and New York City public schools. Chairman of the Woman's City Club of Chicago and a board member of Citizens of Greater Chicago. Widow of the late Robert E. Meany, Vice-President of Wrigley Co., and mother of three children, two of whom are college professors, and has eleven grandchildren. She was presented by the Women's Advertising Club of Chicago as one of ten outstanding women in 1952. Member, Official Board of Trinity Methodist Church. Headed first mother's polio march in Chicago. Member of 74th and 75th General Assemblies and was a Blue Ribbon Candidate in the 74th General Assembly. Member of the Board of the Beverly Community Concerts Association for 17 years.

MARJORIE PEBWORTH, Riverdale
Representative, Republican, 6th District

Born Mary Marjorie Mull in Homer, Indiana, August 19, 1911. A.B. degree (psychology major, journalism minor) Indiana University in 1932. Former member, Christian Social Relations Department, Episcopal Diocese of Chicago; Benton Neighborhood House; Theta Sigma Phi; Mortar Board; Pi Beta Phi; Flossmoor Country Club. Elected three terms on Thornton Township High School and Jr. College Board, Harvey. Past President, League of Women Voters of Illinois, State Legislative Chairman and Editor of "Illinois Voters Handbook." Former board member of the Illinois Foundation for Distributive Education, Inc., and was charter member, Tri-City Human Relations Council. Died 1967.

MRS. GIDDY DYER, Hinsdale (Mrs. Robert C.)
Representative, Republican, 38th District

Born in Davidson, North Carolina, May 28, 1919. A.B. degree, Agnes Scott College, Decatur, Georgia, 1938. Served two terms on DuPage County Board of Supervisors. Four terms as Republican Precinct Committeeman. Mrs. Dyer was the first President of DuPage County Republican Workshops; Director, Illinois and National Council of Republican Workshops. Formerly active as hospital volunteer; Legislative Chairman, PTA Council; member: American Association of University Women; League of Women Voters; Union Church. Currently member of the: Board of Hinsdale Auxiliary Unit, Community Nursing Service; Board, DuPage County Tuberculosis Association; Board, Public Health Council of DuPage County. Vice Chairman, Constitution Implementation Committee. Member: Committee on Municipal Corporations, Cities and Villages; Commissions on Children and Mental Health Married to Robert C. Dyer, President Acme Printing Ink Company; they have two adult children: Robert, (married to the former Marsha Robertson) and Wynn, (married to Michael Graham).

LILLIAN KARMAZYN, Chicago
Representative, Republican, 21st District

Born Lillian Novotny in Chicago. Graduated Farragut-Harrison Technical High School and Metropolitan Business College. She is a registered beauty culturist and registered teacher of beauty culture. Attended night school at the YMCA and Kelly High to study foreign languages. She is a member of the Catholic Church and active in religious and charitable organizations. Precinct Captain of the 22nd Ward Republican Organization. Widow of the late Felix C. Karmazyn who was Secretary of the Republican Organization for many years. Mrs. Karmazyn served in the 76th and 77th General Assemblies.

SUSAN CATANIA, Chicago
Representative, Republican, 22nd District

Born in Chicago, December 10, 1941. Educated in Chicago schools and Mother McAuley High School; received B.A. degree in chemistry, St. Xavier College, Chicago; graduate work in chemistry at Northwestern University; National Merit Scholarship finalist. Member: National Honor Society and Sigma Phi Sigma, National Women's honor society; American Chemical Society; Special Libraries Association; State Microscopical Society of Illinois; Independent Voters of Illinois; Independent Precinct Organization; American Civil Liberties Union; National Organization for Women; St. James Home and School Association; Former technical writer, editor, market researcher, expert in air pollution causes and their control; Past Chairman, Chicago chapter of the Society for Technical Communication. Catholic. Married; five daughters.

ADELINE J. GEO-KARIS, Zion
Representative, Republican, 31st District

Born March 29, 1918; educated Herzl Junior College, Northwestern University and DePaul University Law School, L.L.B. degree; Lt. Commander, (Ret.) U.S. Navy. Member: American, Illinois and Lake County Bar Associations; Board of Governors, Lake County Bar Association; St. Demetrios Church, past president Parish Board, choir director; Judge Advocate, American Legion's 10th district; Board of Directors, Lakeview Girl Scout Council; Zion Historical Society; O.E.S.; League of Women Voters; Advisory Board, Midwest Drug Prevention Program; Altrusa; ABWA. Attorney and Counselor at Law.

MARY LOU KENT, Quincy
Representative, Republican, 48th District

Born in Quincy, Illinois, 1921. Educated Quincy Senior High School, advanced studies at National College of Education, University of Colorado, and Michigan State University; Administrative Assistant for Quincy Chamber of Commerce, 13 years; has been a leader in industrial development, community problems, tourism, highways and legislative action; past president, Altrusa Club of Quincy; Madison School PTA; Quincy Service League; member of Chapter F, PEO; Vermont Street United Methodist Church; Illinois Association of Chamber of Commerce Executives; American Association Chamber of Commerce Executives; Director, Quintron Corporation; director on Advisory Boards of YWCA and Quincy Community Little Theatre; member, Advisory Committee Quincy Public Schools. Married(husband Laurence S.); one daughter and two sons.

VIRGINIA B. MACDONALD, Arlington Heights
Representative, Republican, 3rd District

Born in El Paso, Texas. Resident of Arlington Heights for 19

years; graduated Los Angeles High School; attended University of New Mexico; Delegate to the Sixth Illinois Constitutional Convention; former Assistant to Director of Illinois Environmental Protection Agency; First Vice President, Illinois Federation of Republican Women; served as Republican Cook County Chairwoman for two terms; past Committeewoman for Wheeling Township; State Chairman of Senator Everett Dirksen's Women Division, 1968. Member: St. Simon's Episcopal Church; Arlington Heights Women's Club and Northwestern University Guild; past president, St. Simon's Episcopal Churchwomen; past president, Northwest Alumni Association of Kappa Kappa Gamma. Married Alan Hunter MacDonald; two children.

PEGGY SMITH MARTIN, Chicago
Representative, Democrat, 26th District

Born in Corinth, Mississippi, May 22, 1931. Educated in Paducah, Kentucky, Detroit and Chicago schools; political science major at University of Chicago (1952-1954); Kennedy-King College, general education courses (1966-1970); State chairman of the Illinois Council on Hunger, Health and Nutrition; member of the Public Welfare Coalition; volunteer worker for Operation PUSH; President, 4th Ward Young Democrats, 1949-55; Official delegate to Young Democrats of America's Convention, 1951; Precinct captain--26th precinct--4th ward, 1949-55; Executive Vice-Chairman, Young Democrats of Cook County, 1951-53; Vice Chairman, Young Democratic Hospitality Committee for Democratic National Convention, 1952; Vice Chairman for Re-election of Martin H. Kennelly, 1955; and Chairman, college and university drive for Stevenson-Kefauver, 1955. Two children. Members of St. Brendans Catholic Church.

CELESTE M. STIEHL, Belleville
Representative, Republican, 57th District

Born in Belleville, September 7, 1925. Educated in Belleville schools, Katherine Gibbs School, New York. Legislative chairman and fund raising chairman, local PTA organizations; Treasurer, St. Clair County Lawyers' Wives Association; Cub Scout Den Mother; Girl Scout Co-Leader. Member: League of Women Voters, fund raising committees for Belleville Memorial Hospital, Belleville Community Concert Association, Heart Fund, Cancer Drive, Muscular Dystrophy. Volunteer: Belleville Memorial Hospital Town and Country Fair and Book Bazaar. Precinct worker, 15 years. Married (husband, William D., Jr.); two children.

Table 1

Representation from Cook County
Illinois Women Legislators

Legislator	Residence	Party Affiliation	Years served
Rena Elrod	Chicago	Republican	1925-30
Katherine H. Goode	Chicago	Republican	1925-28
Flora S. Cheney	Chicago	Republican	1929-30
Anna W. Ickes	Winnetka	Republican	1929-34
Josephine Perry	Chicago	Republican	1931-34
Bernice T. Van Der Vries	Winnetka	Republican	1935-56
Lillian Piotrowski	Chicago	Democrat	1951-64
Marie H. Suthers	Chicago	Republican	1951-52
Frances L. Dawson	Evanston	Republican	1957-70
Jeanne C. Hurley	Wilmette	Democrat	1957-60
Esther Saperstein	Chicago	Democrat	1957-74
Floy Clements	Chicago	Democrat	1959-60
Eugenia S. Chapman	Arlington Heights	Democrat	1965-74
Mrs. Brooks McCormick	Chicago	Republican	1965-66
Mary K. Meany	Chicago	Republican	1965-68
Marjorie Pebworth	Riverdale	Republican	1965-67
Lillian K. Karmazyn	Chicago	Republican	1969-72
Susan Catania	Chicago	Republican	1973-74
Virginia B. MacDonald	Arlington Heights	Republican	1973-74
Peggy Smith Martin	Chicago	Democrat	1973-74
Dawn Clark Netsch	Chicago	Democrat	1973-74

Table 2

Representation from Outside Cook County
Illinois Women Legislators

Legislator	Residence	Party Affiliation	Years served
Lottie H. O'Neill	Downers Grove	Republican	1923-30 1933-62
Florence F. Bohrer	Bloomington	Republican	1925-32
Sarah B. Hanley	Monmouth	Democrat	1927-30
Mary C. McAdams	Quincy	Democrat	1927-30
Mary Davidson	Carthage	Democrat	1931-34
Lizzie Barnes	Carmi	Democrat	1939-40
Maud N. Peffers	Aurora	Republican	1939-56
Hazel A. McCaskrin	Rock Island	Republican	1947-48 1951-56
Mabel E. Green	Rockford	Republican	1949-62
Pauline N. Rinaker	Carlinville	Republican	1953-56
Lillian E. Schlagenhauf	Quincy	Republican	1953-64
Ferne C. Pierce	Malta	Democrat	1957-62
Madge M. Green	Palestine	Republican	1963-64
Dorah Grow	Quincy	Democrat	1965-66
Mrs. Robert C.(Giddy) Dyer	Hinsdale	Republican	1969-74
Adeline J. Geo-Karis	Zion	Republican	1973-74
Betty Ann Keegan	Rockford	Democrat	1973-74
Mary Lou Kent	Quincy	Republican	1973-74
Celeste M. Stiehl	Belleville	Republican	1973-74
Vivian Veach Hickey	Rockford	Democrat	1974

Table 3

Number of Women in Illinois Legislature, 1923-1973

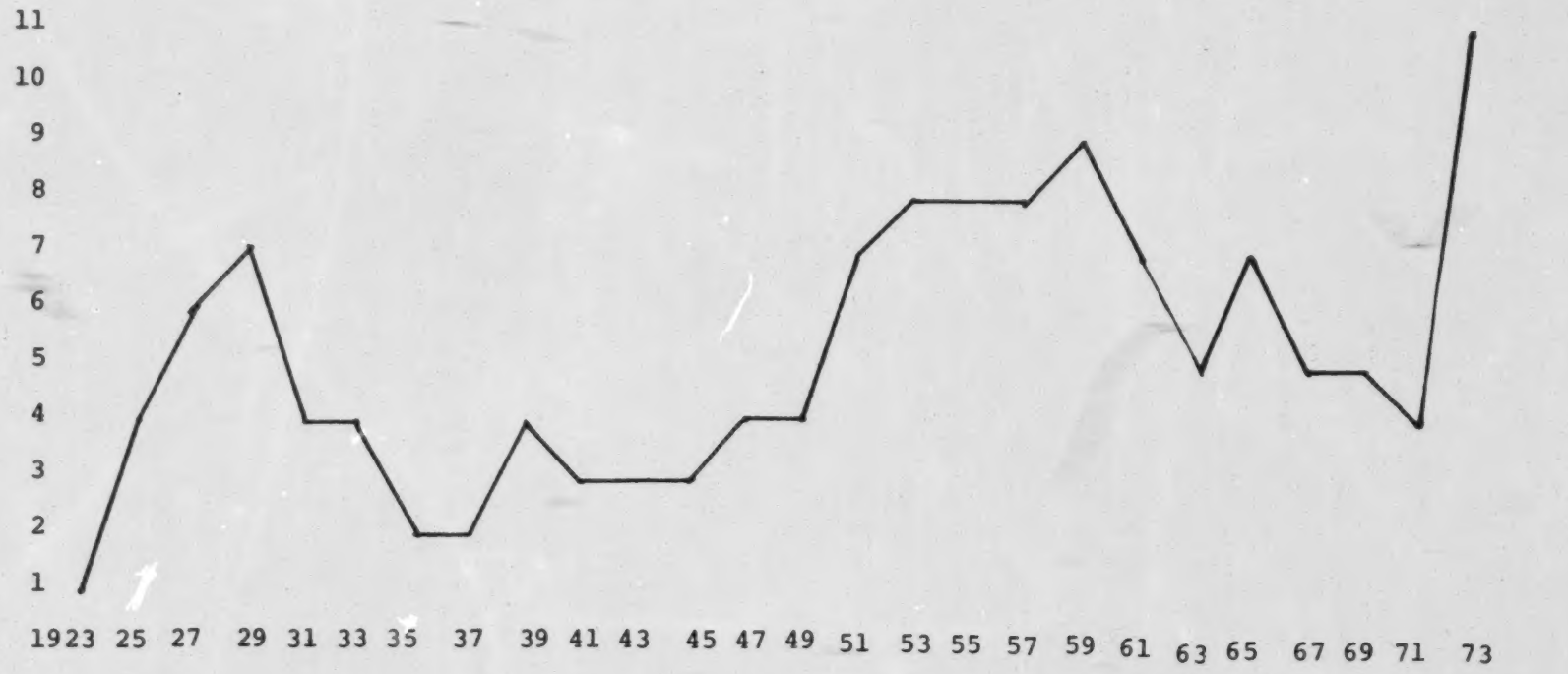


Table 4

County of Residence of Women in Illinois Legislature

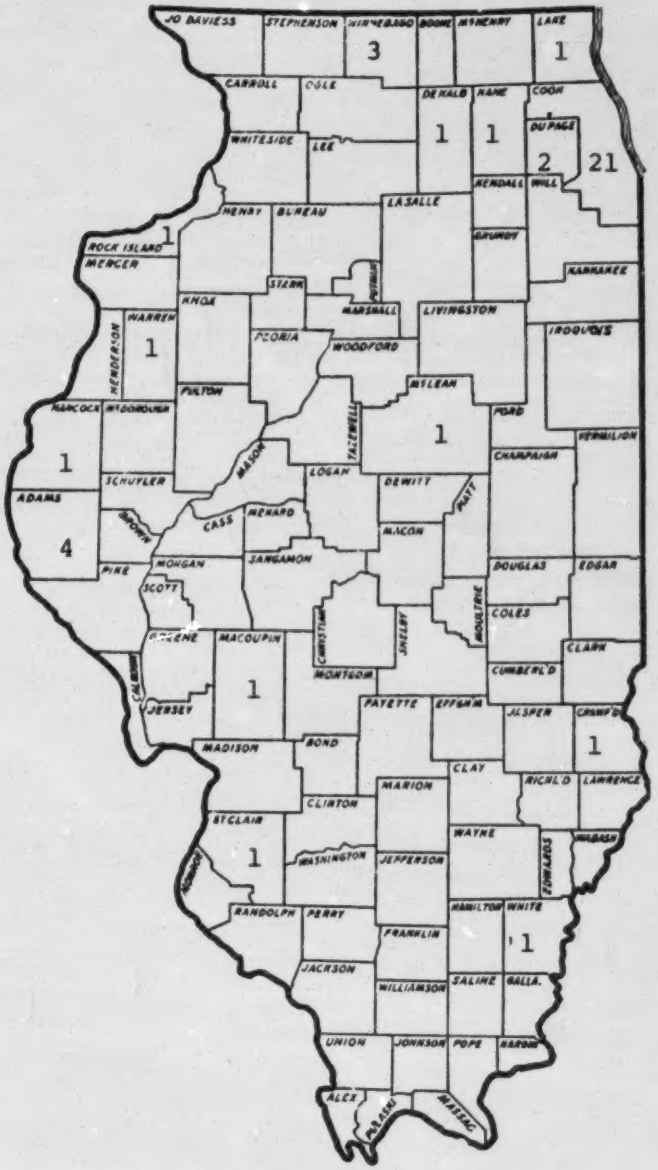


Table 5

Tenure of Women in Illinois Legislature

No. of terms*	No. of women
19	1
11	1
9	2
7	3
6	1
5	1
4	2
3	4
2	10
1	15

Average no. of terms served: 1.67

Median no. of terms served: 2.0

In spring, 1974, Vivian Hickey was appointed to the Senate after the death of Betty Ann Keegan. Statistics above do not reflect this appointment.

* In Illinois, Senators are elected for 4-year terms and Representatives for 2-year terms. For this table, however, a term is a 2-year period.

Table 6

Committee Chairmanships held by Women
In Illinois Legislature

Legislator	Party	Tenure	Chamber	Committee chairmanship
Lottie H. O'Neill	Republican	1923-30 1933-50 1951-62	House House Senate	Education,1939-1942 Education,1945-1948 Civil Service, 1951-1954 Public Welfare, 1955-1962
Florence F. Bohrer	Republican	1925-32	Senate	Visit Charitable Institutions,1925-1928 Normal Schools, 1929-1930
Rena Elrod	Republican	1925-30	House	Civil Service, 1929-1930
Katherine H. Goode	Republican	1925-28	House	None
Sarah B. Hanley	Democrat	1927-30	House	None
Mary C. McAdams	Democrat	1927-30	House	None
Flora S. Cheney	Republican	1929-30	House	None
Anna W. Ickes	Republican	1929-34	House	None
Mary Davidson	Democrat	1931-34	House	Visit Educational Institutions, 1933-34
Josephine Perry	Republican	1931-34	House	None
Bernice T. Van Der Vries	Republican	1935-56	House	Municipalities, 1941-1948 Municipalities, 1951-1954 Public Aid, Health, Welfare and Safety, 1955-1956
Lizzie Barnes	Democrat	1939-40	House	None
Maud N. Peffers	Republican	1939-56	House	Enrolling, Transcribing, and Typing of bills,1943-1948 Enrolling, Transcribing, and Typing of Bills, 1951-1954

Table 6 (Cont'd)

Legislator	Party	Tenure	Chamber	Committee chairmanship
Hazel A. McCaskrin	Republican	1947-48 1951-56	House House	None None
Mabel E. Green	Republican	1949-62	House	None
Lillian Piotrowski	Democrat	1951-64	House	Personnel and Pensions, 1959-1962
Marie H. Suthers	Republican	1951-52	House	None
Pauline N. Rinaker	Republican	1953-56	House	None
Lillian E. Schlagenhauf	Republican	1953-64	Senate	Enrolling and Engrossing, 1955-1956 Municipalities, 1957-1964
Frances L. Dawson	Republican	1957-70	House	Education,1969-1970
Jeanne C. Hurley	Democrat	1957-60	House	None
Ferne C. Pierce	Democrat	1957-62	House	None
Esther Saperstein	Democrat	1957-66 1967-74	House Senate	Education,1971-1972
Floy Clements	Democrat	1959-60	House	None
Madge M. Green	Republican	1963-64	Senate	None
Eugenia S. Chapman	Democrat	1965-74	House	None
Dorah Grow	Democrat	1965-66	House	None
Mrs. Brooks McCormick	Republican	1965-66	House	None
Mary K. Meany	Republican	1965-68	House	None
Marjorie Pebworth	Republican	1965-67	House	None
Mrs. Robert C. (Giddy) Dyer	Republican	1969-74	House	Higher Education, 1973-1974

Table 6 (Cont'd)

Legislator	Party	Tenure	Chamber	Committee chairmanship
Lillian K. Karmazyn	Republican	1969-72	House	None
Susan Catania	Republican	1973-74	House	None
Adeline J. Geo-Karis	Republican	1973-74	House	None
Betty Ann Keegan	Democrat	1973-74	Senate	None
Mary Lou Kent	Republican	1973-74	House	None
Virginia B. MacDonald	Republican	1973-74	House	None
Peggy Smith Martin	Democrat	1973-74	House	None
Dawn Clark Netsch	Democrat	1973-74	Senate	None
Celeste M. Stiehl	Republican	1973-74	House	None
Vivian Veach Hickey	Democrat	1974	Senate	None

EQUAL EMPLOYMENT *OPPORTUNITY FOR PUBLIC EMPLOYEES:*

THE AFFIRMATIVE ACTION PROGRAM

On Oct. 19, 1973, Governor Daniel Walker issued Executive Order #9, setting up an affirmative action plan for the State of Illinois. "The State of Illinois is a leading employer in the State, with 117,000 employees," said the Order. "It is the policy and the law of this State that there be no discrimination in employment based on race, religion, sex or national origin, and that existing barriers to equal employment opportunity be eliminated.

"However," the Order continued, "equality of treatment for all employees can only become a reality if Illinois takes affirmative steps to eradicate the effects of past discrimination. Assuring fair treatment for all employees promotes the merit principle, encourages career employment and results in greater efficiency in the operation of State government." The Executive Order extends to all departments, agencies, boards and commissions under the Governor whose employees are subject to one or more jurisdictions of the Personnel Code and all appointees of the Governor and their staffs.

Governor Walker then ordered the Director of the Department of Personnel to establish and maintain an Affirmative Action Division in the Department of Personnel which shall develop, implement and administer an Affirmative Action plan for all agencies subject to this Order. Each Affirmative Action Plan shall set forth a detailed and uniform method by which agencies shall identify existing inequities in hiring, promotion and all other conditions of employment based on race, religion, sex or national origin; shall provide specific guidelines for remedying such inequities and establish time periods for the accomplishment of these remedial measures; shall establish reporting procedures for measuring agency programs and evaluating the performance of agency officials in meeting their affirmative action objectives; and shall contain such other requirements as the Affirmative Action Division deems necessary and advisable to achieve the purposes of this Order. The Affirmative Action Division shall be responsible for assuring implementation by providing continuing direction and training to the agency officials responsible for implementation of the Affirmative Action Plan, and by enforcing the requirements of the Affirmative Action Plan.

The policy manual which implements Governor Walker's desires and direction for achieving equal employment opportunity makes certain basic assumptions:

1. Equal employment opportunity is a fundamental right of all citizens. Achievement of this goal is time-consuming and requires management energy and agency resources.

2. Affirmative action encompasses all aspects of agency employment relations. It is not simply limited to recruiting or promoting employees, but includes such day-to-day operations as the relationship between supervisors and employees, work assignments, facilities and job location, transportation to and from work, budget allocations, and community attitudes. Because affirmative action touches on so many parts of an agency's operation, it is first and foremost a management responsibility.

3. Problems in equal employment opportunity are usually only discovered after a thorough factual analysis and evaluation by management. Goodwill and the expressions of a general policy are not enough.

4. To be effective, affirmative action requires the setting of goals to effect changes in the existing employment composition. Every management objective is to be spelled out; the manner of obtaining each objective must be set forth.

5. Affirmative action planning must include appropriate annual reviews, assessments, and a renewal of agency commitment. Only by assessing the extent to which goals are met can progress be measured, problems in achieving results recognized, and where necessary, new solutions developed.

6. Implicit in affirmative action planning is the recognition that past efforts to employ or upgrade women and minorities have occurred without systematic, concerted efforts. Past practice with respect to hiring, promotions and similar matters will not be accepted as sufficient, and should not be used to predict or justify future performance under an affirmative action plan.

7. Minority employees and females currently in the work force, whether hired internally or from outside sources, who are qualified for jobs at higher pay grades or with greater potential for future advancement, are available for these jobs and must be considered for affirmative placement therein. Qualified employees in the internal work force not placed in jobs requiring greater skills or offering substantial new opportunities are "under-utilized" and are apt candidates for affirmative action.

These assumptions are intended to remove prevalent misconceptions about equal employment opportunity. It is clear that affirmative action requires commitment, work, and follow-through by responsible officials. Lip service to ideals is not enough to achieve equal employment opportunities for all employees irrespective of race, color, creed, sex or national origin.

In June, 1974, the Affirmative Action Division completed its first

annual report to the Governor on the activities and progress of the Affirmative Action Division. Director Rose Geter says, "I look forward to working closely with the legislative committee on the status of minorities and women in state government to assist us in seeing that equal employment opportunities are available to all segments of our society."

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REPORT OF THE
COMMITTEE ON THE EMPLOYMENT OF WOMEN AND MINORITY GROUPS
IN STATE GOVERNMENT

In June, 1973, the Illinois House of Representatives passed HR 491, creating a Committee on Employment of Women and Minority Groups in State Government. This committee was authorized "to survey all branches of State Government to determine the number of women and minority group employees and officers, and distribution as to age, sex, rank, compensation, length of employment, and promotion patterns."

The Committee, co-chaired by Representative Giddy Dyer and Representative Eugenia Chapman, has until December 31, 1974 to complete its study and submit its findings to the House.

To date, the Committee has been investigating the status of women and minority groups under the personnel systems of each of Illinois' constitutional officers and under the University Civil Service System. Public hearings have been held in Chicago and in Springfield to receive testimony from women and minority persons who have experienced discrimination or other problems with State employment.

Computer studies of personnel records on employees under the Governor's Personnel Code have been run to determine how factors such as sex, race, and educational background correlate with job classification and salary level.

Initial data which has been collected indicate that there is a disproportionate number of women and minority persons in the lower pay levels, and also that they have generally more education than white males at those same levels. Also, lay-off figures for the last quarter of 1973 show that 69 per cent of all lay-offs were female employees.

THE EQUAL RIGHTS AMENDMENT

IN ILLINOIS

Ratification of the Equal Rights Amendment has been recommended to the Governor and to the Illinois General Assembly by this sixth Illinois Commission on the Status of Women. The Amendment itself reads:

Section 1: Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Section 2: The Congress shall have the power to enforce by appropriate legislation, the provisions of this Article.

Section 3: This amendment shall take effect two years after the date of ratification.

By spring, 1974, 33 of the 38 states required for adoption have ratified the proposed amendment. It must be passed in five of the remaining states by 1979.

Illinois has come close to adopting ERA twice in the last two years.

On April 10, 1972, identical ERA ratification resolutions were introduced in the Illinois House and Senate. The major sponsors were Rep. Eugenia Chapman and Rep. Giddy Dyer in the House, and Sen. Esther Saperstein in the Senate.

On May 3, 1972, House Executive Committee Chairman Robert Juckett ruled that House Joint Resolution Constitutional Amendment 13 (HJRCA 13) should not be heard in the House because of Article XIV, Section 4 of the Illinois 1970 State Constitution. A motion was made to appeal the ruling of the chair. The chair was sustained in a 13-11 vote. At the request of the Governor and the Speaker of the House, the chairman turned over the chair to the vice chairman, Rep. Frank North, with the understanding that the resolution was to be held by the Speaker until an opinion from the Attorney General was received. The bill was then voted on, with two dissenting votes.

On May 11, 1972, the Committee reported to the House its Do Adopt resolution. The resolution passed through the customary three readings. On May 16, 1972, the vote to suspend Rule 32 (d) for consideration of the resolution on third reading was adopted 101-28. The motion to adopt the resolution failed 75-68-4.

On May 4, 1972, the Senate Executive Committee recommended Do Adopt for Senate Joint Resolution Constitutional Amendment 62 (SJRCA 62), by a vote of 12-1-6. The Resolution was adopted on May 24, 1972, by a vote of 30-21-1. A motion to reconsider the adoption was tabled. The resolution went to the House on May 25, 1972. It was assigned to

the Committee on Judiciary I, and received a Do Adopt recommendation by 13-5-0 on June 6, 1972. It received a first reading on June 13, 1972 with a second reading the following day. At that time, Amendment No. 1 was offered and withdrawn. On June 15, 1972, the resolution had its third reading. It failed by seven votes. A motion was then made to postpone consideration 82-74-1. On June 30, 1972, the resolution was tabled.

In 1973, the question arose as to the number of votes required to pass the Equal Rights Amendment. Three alternatives existed: 107, 99, or a majority of those present and voting. New House rules were adopted for the 78th General Assembly. House Rule 42 states that no resolution proposing an amendment to the state or federal constitutions shall pass except upon the affirmative vote of 107 members.

On Feb. 28, 1973, identical ERA ratification resolutions were introduced in the House by Rep. Giddy Dyer and Rep. Eugenia Chapman, and in the Senate by Sen. Esther Saperstein.

House Joint Resolution Constitutional Amendment 14 (HJRCA 14) received its first reading Feb. 28, 1973, and was put on the Speaker's table. On March 7, 1973 it was assigned to the Executive Committee. It received a Do Pass recommendation from that Committee on March 27, 1973 by a vote of 13-11-0. On March 28, 1973 it received its second reading.

On April 4, 1973, House Resolution 176 was proposed by the House Rules Committee for the purpose of amending House Rule 42. HR 176 would allow a United States Constitutional Amendment to be ratified in Illinois with 89 votes. The vote on HR 176 was taken, and that resolution failed 69-90. After the third reading of HJRCA 14, it too failed. The vote was 95-72-2. The motion to reconsider the vote on the failure of passage was tabled, 74-71.

In the Senate, Senate Joint Resolution Constitutional Amendment 13 (SJRCA 13) was offered by Sen. Esther Saperstein on Feb. 28, 1973 and went to the Executive Committee. On April 4, 1973, that committee voted Do Not Pass, 14-7. On May 3, 1973, pursuant to Senate Rule 8, Sen. Saperstein moved that the Executive Committee be discharged from further consideration of the resolution, and that the resolution be placed on the Senate calendar. That motion failed, 28-19. On July 2, 1973, the resolution was tabled by Senate motion.

In spring, 1973, four state representatives - Rep. Giddy Dyer, Rep. Eugenia Chapman, Rep. John Matijevich, and Rep. Susan Catania - petitioned the United States District Court for the Northern District of Illinois, arguing that Article XIV, Section 4, of the Illinois Constitution and House Rule 42 are null and void, and of no legal effect by reason of their contravention of Articles V and VI of the United States Constitution.

On January 16, 1974, Judge Julius Hoffman ruled in favor of the Plaintiff's motion for convening a three-judge panel. Judges Julius Hoffman, John Paul Stevens, and James Parsons heard oral arguments on March 15, 1974. In April, 1974, an amicus curiae petition was initiated by 13 House members arguing for the "reasonableness" of the three-fifths majority requirement.

Meanwhile, Reps. Dyer and Chapman again introduced an ERA ratification resolution, HJRCA 32. It received its first reading April 24, 1974. It will come before the House Executive Committee on June 12, 1974.

Sen. Saperstein introduced Senate Joint Resolution Constitutional Amendment 68 (SJRCA 68) in the Senate. On May 21, 1974, she moved that Senate Rule 6 be suspended in reference to Senate Joint Resolution 68, and that Senate Joint Resolution 68 be placed on the calendar of the 78th General Assembly. On that motion, the vote was 39 yes and 17 no, 1 present and 2 absent. After debate, Sen. Saperstein postponed further consideration in order to keep the resolution alive for further action.

On May 21, 1974, the same day on which the Senate considered Sen. Saperstein's resolution, the United States District Court for the Northern District of Illinois dismissed the suit brought by Reps. Dyer, Chapman, Matijevich, and Catania, because "it is not right for consideration because the Senate has not acted." Now that the Senate has acted, the four State Representatives have gone back to court to reinstate their motion. It is their belief that a simple majority should be sufficient for ratification.

The Equal Rights Amendment remains "at vote stage" in the Illinois House of Representatives, and could be called for a vote at any time during the fall, 1974 session of the Legislature. Meanwhile, a ruling on the law suit by the United States District Court for the northern District of Illinois is expected. This court ruling- or an affirmative vote of 107 House members - could give Illinois ratification of this important constitutional amendment.

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Professional and technical women still are in the minority in Illinois. But U.S. News and World Report says that women in medical schools are now receiving 10 per cent of the degrees . . . up from only 6.5 per cent in 1965.

WOMEN WORKERS IN ILLINOIS

Statistics on Women Workers in Illinois are available from the U.S. Department of Labor, Employment Standards Administration, Women's Bureau, Washington, DC 20210. They include 1970 figures. A pamphlet detailing several tables and summarizing conclusions is available from them upon request.

It appears that in Illinois, the proportion of women in the labor force increased during the sixties considerably. Although the state's population of women 14 years and older rose by only 15 per cent, the number of women workers rose by 32 per cent.

In 1970, there were 1,754,903 women 16 years of age and over in the civilian labor force in Illinois, accounting for 38 per cent of all workers (table 1). About 43 per cent of all women were workers. In addition 18,110 girls 14 and 15 years of age were in the labor force.

More than 78,000 women workers were unemployed in 1970, creating a 4.5 per cent unemployment rate. The rate for men was only 3.3 per cent.

Women's participation in the labor force varied considerably by age. Only about one-third (32 per cent) of those 16 and 17 years of age participated, since most of these young women were in school during the month the census was taken. But in all the age groups between 18 and 64 years, there was participation of 44 per cent or more, with the highest rates shown by women 20 and 21 years of age (59 per cent) and 22 to 24 years (58 per cent). The rate for those aged 65 and over was 12 per cent.

Illinois women 25 years and over had attained a median of 12.1 years of schooling. Less than one-fourth (23 per cent) of the women 16 to 64 years of age with less than 15 years of schooling had received some vocational training.

Fifty-five per cent of the women workers in Illinois in 1970 were

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married and living with their husbands. Of all married women, more than 964,000, or 40 per cent, were in the labor force. Of the single, widowed, divorced, or separated women, about 793,000, or 49 per cent, were workers.

Two-fifths of all Illinois mothers of their own children under 18 years of age were in the labor force in 1970. These mothers represented more than one-third (35 per cent) of the female work force. Nearly 400,000 mothers with children 6 to 17 years of age only, or 51 per cent of all such mothers in the population, were in the labor force. About 219,000 mothers with children under age 6, or 29 per cent of those in the population, were workers.

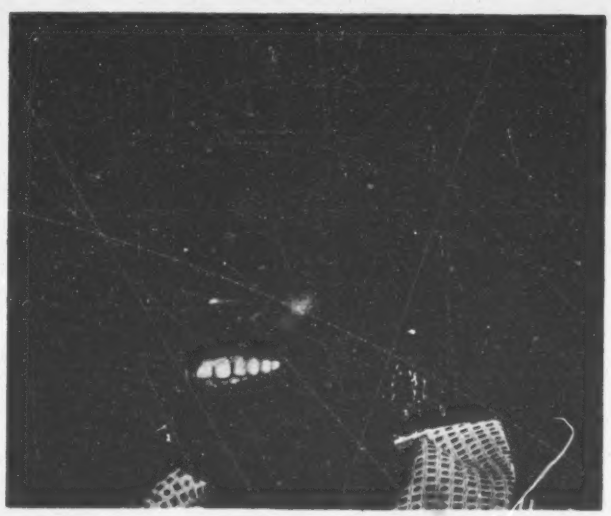
Almost 300,000 families, or 11 per cent of all families, were headed by women. Of the more than 76,000 women family heads with related children under 6, 50 per cent were in the labor force. Nearly 42,000 women with children under 6 headed families where incomes were below the poverty level. Twenty-eight per cent of these women were workers.

More Illinois employed women (39 per cent) were in clerical work than in any other occupation (table 2). The next largest groups were professional and technical workers, operatives (including transport), and service workers outside the home (15 per cent each). Sales workers accounted for 7 per cent of the employed women.

A slightly different pattern is presented by the proportion women were of all persons working in the various occupation groups. Women made up 96 per cent of the private household workers, 74 per cent of clerical workers, 53 per cent of service workers outside the home, and 39 per cent each of professional and technical workers and sales workers (table 1). They were only 15 per cent of all nonfarm managers and administrators, while their proportion was lowest (3 per cent) among farmers and farm managers.

Of the 66,824 unemployed women who had worked during the last 10 years, 7 per cent had been professional, technical, or managerial workers (table 2). Thirty-three had been operatives (including transport); 28 per cent had been service workers except in private households.

Minority women, like this mother of 10 children, had a higher unemployment rate than did black men. Among all black workers, women were 44 per cent.



The mean income for Illinois families headed by women 14 years of age and over was $7,156 in 1969, as compared with $12,338 for all families.

Nearly 214,000 families, or 8 per cent of all families, had incomes in 1969 below the poverty level. Almost two out of five of these poor families were headed by women. Of all families headed by women, 28 per cent were poor.

Table 1.--Employment Status and Occupations of Employed Persons in Illinois, by Sex, 1970

(Persons 16 years of age and over)

Employment status and occupation	Total	Women	Men	Women as percent of total
Employment Status				
Civilian population	7,663,991	4,054,251	3,609,740	52.9
In civilian labor force	4,591,634	1,754,903	2,836,731	38.2
Employed	4,419,915	1,676,469	2,743,446	37.9
Unemployed	171,719	78,434	93,285	45.7
Not in labor force	3,072,357	2,299,348	773,009	74.8
Occupation				
Total	4,419,915	1,676,469	2,743,446	37.9
Professional, technical workers	629,453	248,009	381,444	39.4
Managers, administrators (except farm)	331,919	49,593	282,326	14.9
Sales workers	317,388	122,366	195,022	38.6
Clerical workers	891,679	661,313	230,366	74.2
Craftsmen, foremen	616,543	30,865	585,678	5.0
Operatives (except transport)	637,210	238,947	398,263	37.5
Transport equipment operatives	176,094	6,337	169,757	3.6
Nonfarm laborers	190,896	19,351	171,545	10.1
Farmers, farm managers	79,268	2,565	76,703	3.2
Farm laborers, foremen	25,532	3,036	22,496	11.9
Service workers (except private household)	487,109	258,706	228,403	53.1
Private household workers	36,824	35,381	1,443	96.1

Source: U. S. Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC (1)-C15."

Table 2.--Labor Force and Occupational Status of Illinois Women, by Ethnic Group, 1970

(Women 16 years of age and over)

Labor force status and occupation	All women	Black	Spanish origin
Civilian Labor Force			
Number	1,754,903	219,789	45,373
Participation rate	43.3	46.4	44.0
Women as percent of all workers	38.2	1/43.9	2/33.8
Occupation of Employed			
Number	1,676,469	202,717	42,079
Percent	100.0	100.0	100.0
Professional, technical workers	14.8	10.9	7.9
Managers, administrators (except farm)	3.0	1.6	1.2
Sales workers	7.3	3.3	4.2
Clerical workers	39.4	33.0	28.7
Craftsmen, foremen	1.8	2.0	2.7
Operatives (including transport)	14.6	19.8	40.7
Nonfarm laborers	1.2	2.3	2.1
Farm workers	.3	.3	.1
Service workers (except private household)	15.4	20.6	11.3
Private household workers	2.1	6.2	1.1
Last Occupation of Experienced Unemployed			
Worked during last 10 years	66,824	13,913	2,849
Percent	100.0	100.0	100.0
Professional, technical, managerial workers	7.0	4.2	5.5
Sales workers	7.8	4.6	2.6
Clerical workers	28.4	26.5	13.3
Operatives (including transport)	33.2	35.7	64.4
Other blue-collar workers	4.9	7.2	4.4
Farm workers	.3	.5	--
Service workers (except private household)	16.3	17.2	8.7
Private household workers	2.0	4.1	1.0

1/ Black women workers as percent of black work force.
2/ Spanish-origin women workers as percent of Spanish-origin work force.

Source: U.S.Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC(1)-C15."

Table 3.--Minority Women Workers in Illinois as Proportion of All Women Workers, by Occupation, 1970

(Women 16 years of age and over)

Occupation	All women workers	As percent of all women workers	
		Black	Spanish origin
Occupation of Employed			
Total	1,676,469	12.1	2.5
Professional, technical workers	248,009	8.9	1.3
Managers, administrators (except farm)	49,593	6.5	1.0
Sales workers	122,366	5.5	1.4
Clerical workers	661,313	10.1	1.8
Craftsmen, foremen	30,865	13.4	3.7
Operatives (including transport)	245,284	16.3	7.0
Nonfarm laborers	19,351	23.7	4.6
Farm workers	5,601	12.6	1.1
Service workers (except private household)	258,706	16.1	1.8
Private household workers	35,381	35.3	1.3
Last Occupation of Experienced Unemployed			
Worked during last 10 years	66,824	20.8	4.3
Professional, technical, managerial workers	4,686	12.5	3.3
Sales workers	5,234	12.3	1.4
Clerical workers	19,000	19.4	2.0
Operatives (including transport)	22,164	22.4	8.3
Other blue collar workers	3,291	30.3	3.8
Farm workers	201	33.8	--
Service workers (except private household)	10,902	22.0	2.3
Private household workers	1,346	42.2	2.1

Source: U.S.Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC(1)-C15."

THE COMMITTEE TO STUDY THE CRIME OF RAPE

House Resolution 355 created a special House Committee of eight members to study the crime of rape, the methods of treating victims of said crime, the penalties for the crime of rape, and the investigation of modern technology in deterring and apprehending rapists.

The Committee to Study the Crime of Rape was created to realistically review laws and procedures pertaining to this crime. Unfortunately, in the past, society has failed to look at this crime objectively.

Allegations concerning the attitudes toward the victim of this crime have been shocking. It has been alleged that many hospitals will not treat, or will not treat adequately, victims of rape. The victims of this brutal crime must have their prior sex life held up for public inspection. Often they are publicly maligned, in addition to being violently assaulted. It also appears that the problem of child molestation, which is sometimes included in the homosexual attack, as well as the homosexual attack itself, has been shunted aside because society does not wish to address the problem.

The foregoing is merely the tip of the iceberg. The problems concerning the prevailing laws and the attitude toward the crime of rape multiply with each hearing. The Committee has conducted four public hearings thus far, and will conduct at least three more prior to reporting to the General Assembly at the end of this year.

Hopefully, the findings and recommendations of this committee will help to bring the crime of rape and the treatment of its victims into proper perspective.

Aaron Jaffe, Chairman

APPENDIX

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STATE OF ILLINOIS

EXECUTIVE DEPARTMENT

An act to create a Commission on the Status of Women, defining its powers and duties, and making an appropriation in connection therewith.

Be it enacted by the People of the State of Illinois, represented in the General Assembly:

Section 1. (S.H.A. ch. 23, #5201)
Amended, 1969

There is created a Commission on the Status of Women, hereinafter called the Commission, consisting of 16 members: 4 members of the House of Representatives to be appointed, 2 by the Speaker of the House and 2 by the Minority Leader thereof, 4 members of the Senate to be appointed, 2 by the President pro tempore of the Senate and 2 by the Minority Leader thereof, and 8 members of the public to be appointed, 2 each by the Speaker of the House of Representa-

tives, and the Minority Leader thereof and the President pro tempore of the Senate and the Minority Leader thereof. The members of the Commission shall be appointed biennially for terms expiring on July 1 of each succeeding odd-numbered year and shall serve until their respective successors are appointed and qualified, except that General Assembly members shall serve until their respective successors are appointed or until the termination of their legislative service, whichever occurs first. The members of the Commission shall receive no compensation for their services but shall be reimbursed for necessary expenses incurred in the performance of their duties. Vacancies occurring because of death or resignation shall be filled by the appointing authority for the group in which the vacancy occurs.

Section 2. (S.H.A. ch. 23, #5202)

The Commission shall, within 30 days after its appointment, organize by appointing one member as its chairman and by making such rules and regulations for the administration of the Commission not inconsistent herewith, as they may deem expedient. The Commission may, from time to time, amend such rules and regulations.

The Commission may employ such employees and assistants as it deems necessary without regard to the "Personnel Code" approved July 18, 1955 or any other law of this State concerning State employment. Such assistants and employees of the Commission shall be reimbursed for all actual and necessary traveling expenses and disbursements incurred by them in the discharge of their official duties.

The Commission may maintain offices for the transaction of its business in any city or cities in the State of Illinois that the Commission may designate, and may incur the necessary expense for office furniture, stationery, printing, and other incidental expenses.

Section 3. (S.H.A. ch. 23, #5203)

12 members of said Commission shall constitute a quorum for the transaction of business, and the concurrence of at least 10 Commissioners shall be necessary to render a determination or decision by the Commission.

Section 4. (S.H.A. ch. 23, #5204)

The Commission shall study the status of women in this State and make recommendations for constructive action in the following areas:

(a) Employment policies and practices;

(b) Illinois labor laws;

(c) Legal rights;

(d) The family and the employed woman;

(e) Expanded programs to help women as wives, mothers, and workers;

(f) Women as citizen volunteers;

(g) Education.

The Commission may survey activity in the area of Status of Women carried on by any commission, agency or department of the federal government or any State or any private organization or association and may cooperate with any such body in conducting investigations and studies.

Section 5. (S.H.A. ch. 23, #5205)

On or before February 1, in each year, the Commission shall make to the Governor and members of the General Assembly a full report of its proceedings for the year ending the 1st day of December in each year, and may submit with such report such recommendations pertaining to its affairs as to it shall deem desirous, together with such recommendations for legislative consideration and action as it deems necessary or desirable.

Section 6.

The sum of $10,000, or so much thereof as may be necessary is appropriated to the Commission to carry out its powers and duties under this Act.

Approved Sept. 8, 1967 Amended Aug. 15, 1969

ACTIVITIES OF THE

ILLINOIS COMMISSION ON THE STATUS OF WOMEN

The sixth Illinois Commission on the Status of Women has to date held four meetings, and appointed the following committees:

---The study of local, midwest, and national relationships of the Interstate Association of Commissions on the Status of Women. Chairperson, Rep. Chapman.

---The study of various funding of athletic funds for girls. Chairperson, Sen. Saperstein.

---Education. Chairperson, Dr. Elizabeth Kaspar.

---Pensions and Employment. Chairperson, Miriam Ringo.

---Legislative Action. Chairperson, Rep. Chapman.

---Policies. Chairperson, Clara Day.

Commission meetings are being held every month, alternating between Springfield and Chicago.

An awards banquet honoring Senator Esther Saperstein and commending her for her outstanding work on behalf of women was held in May, 1974. Senator Saperstein was the original sponsor of legislation providing for the creation of the Commission on the Status of Women, and has served as a member since its inception in 1963.

The Illinois Commission on the Status of Women was represented at the June, 1974 meeting of the Interstate Association of Commissions on the Status of Women in Boulder, Colo.

The Commission has presented this preliminary report of its findings to the Governor and to the General Assembly, and plans to make a more extensive report in February, 1975.